

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

COUNTY OF MADERA

AND THE

**PEACE OFFICER UNIT
(DEPUTY SHERIFFS' ASSOCIATION)**

September 1, 2010 – December 31, 2011

MEMORANDUM OF UNDERSTANDING
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MEMORANDUM OF UNDERSTANDING
(Peace Officer)

THIS MEMORANDUM OF UNDERSTANDING ("MOU"), made and entered into this 28th day of September, 2010 by and between the COUNTY OF MADERA (hereinafter referred to as "COUNTY") and the MADERA COUNTY DEPUTY SHERIFFS' ASSOCIATION (hereinafter referred to as "ASSOCIATION"), for and on behalf of the Employees hereinafter identified. Upon adoption by the Board of Supervisors of Madera County, the MOU will become binding between the COUNTY and the ASSOCIATION.

01.00.00 GENERAL PROVISIONS - DEFINITIONS.

01.01.00 EMPLOYER. The term "EMPLOYER" as used herein shall refer to the COUNTY OF MADERA.

01.02.00 ASSOCIATION. The term "ASSOCIATION" as used herein shall refer to the MADERA COUNTY DEPUTY SHERIFFS' ASSOCIATION.

01.03.00 EMPLOYEE. The term "EMPLOYEE" as used herein shall mean any person in the Classified Service employed by the COUNTY who is occupying a permanent position, within the Peace Officer Unit as established under the provisions of Madera County Code Chapters 2.60 and 2.63.

01.04.00 APPOINTING AUTHORITY. The term "APPOINTING AUTHORITY" as used herein shall mean the group or person having the lawful power to make appointments or to remove persons from positions in the COUNTY service.

01.05.00 MEET AND CONFER. The term "meet and confer" as used herein shall mean the mutual obligation of the EMPLOYER and the ASSOCIATION to exchange information, opinions, and proposals, and to endeavor to reach agreement on matters within the scope of representation, pursuant to California Government Code Sections 3500-3510.

02.00.00 RECOGNITION.

02.01.00 ASSOCIATION RECOGNITION. Pursuant to Section 3500-3510 of the Government Code of the State of California and subject to the provisions of Madera County Code Chapter 2.63, the ASSOCIATION is recognized as the certified EMPLOYEE organization having the exclusive right to meet and confer for all EMPLOYEES within classes designated in the Peace Officer Unit.

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- 02.02.00 The EMPLOYER hereby recognizes the ASSOCIATION as the only organization entitled to meet and confer on matters within the scope of representation for the classes listed in Attachment "A".
- 02.03.00 RECOGNITION OF MUTUAL OBLIGATION. The ASSOCIATION and EMPLOYER recognize and acknowledge their mutual obligation and responsibility to effectuate the purpose set forth in, and to adhere to, the conditions and clauses set forth in this MOU.
- 03.00.00 ASSOCIATION SECURITY.
- 03.01.00 The EMPLOYER will deduct ASSOCIATION dues or fees from the payroll warrant of each EMPLOYEE who has submitted a payroll deduction authorization. Such dues or fees deductions shall be remitted to the ASSOCIATION monthly with an itemized statement.
- 03.02.00 The ASSOCIATION shall keep the EMPLOYER currently informed as to the amount of dues to be deducted and such notification shall be certified to the EMPLOYER in writing over the signature of authorized Officers or Representatives of the ASSOCIATION.
- 03.03.00 Changes in ASSOCIATION membership dues or fees shall be certified to the EMPLOYER at least thirty (30) days in advance of the effective date of such changes and the EMPLOYER shall have no responsibility for the collecting of dues, fees, assessments, or other deductions unless such deductions are certified to the EMPLOYER as prescribed at least thirty (30) days in advance of the payday upon which such deduction is to be made.
- 03.04.00 An EMPLOYEE may revoke his/her prior dues or fees deduction authorization only upon a written request, which must be submitted to the Department of Human Resources.
- 03.05.00 The ASSOCIATION shall indemnify, defend, and hold the EMPLOYER harmless against all claims, demands, expenses, judgments, or other liabilities on account of dues or fees collected by the EMPLOYER and paid over to the ASSOCIATION.
- 03.06.00 The ASSOCIATION agrees to refund to the EMPLOYER any amounts proven to have been improperly paid to the ASSOCIATION pursuant to Section 03.01.00 of this MOU.

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04.00.00 MANAGEMENT RIGHTS.

04.01.00 The EMPLOYER retains the exclusive right to manage the COUNTY. All the rights, powers, functions and authority of the EMPLOYER which it had prior to the time the ASSOCIATION became certified as Representative of the EMPLOYEES of the EMPLOYER and which are not limited or modified by specific provisions of this MOU, are retained by the EMPLOYER. The EMPLOYER specifically retains the right to manage and supervise its EMPLOYEES as follows:

- (1) To hire, promote, transfer, assign, classify positions, retain EMPLOYEES, and to suspend, demote, discharge, or take other disciplinary action against EMPLOYEES.
- (2) To lay off, or demote EMPLOYEES from duties because of lack of work, lack of funds, in the interest of the economy, or other legitimate reasons.
- (3) To determine the policies, standards, procedures, methods, means and personnel by which COUNTY operations are to be conducted.
- (4) To take whatever actions may be necessary to carry out the mission of the COUNTY in situations of emergency.
- (5) All rights formerly or presently claimed by or vested in the COUNTY on the effective date of this MOU and not otherwise mentioned in Section 04.00.00 (MANAGEMENT RIGHTS) are retained by the COUNTY unless explicitly waived by the COUNTY by Resolution or by a Memorandum of Understanding.
- (6) Nothing in this policy shall be construed to interfere with the COUNTY'S right to manage its operations in the most economical and efficient manner consistent with the best interest of all the citizens, taxpayers, and EMPLOYEES of Madera County and consistent with the obligations of this MOU and the provisions of California Government Code Sections 3500-3510.
- (7) This Memorandum is intended to cover all aspects of wages, hours, and working conditions for EMPLOYEES covered herein. Therefore, nothing in this MOU shall prevent the EMPLOYER from modifying any matter not specifically provided for in this MOU, subject to meet and confer requirements of the Meyers, Milias, Brown Act.

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- 04.02.00 If during the term of this MOU, job specifications are created or deleted for classes within the Peace Officer Unit, the EMPLOYER agrees to discuss with the ASSOCIATION the proposed adoption or deletion of such class specifications, and meet and confer over proposed salary ranges.
- 05.00.00 ASSOCIATION RIGHTS.
- 05.01.00 EMPLOYER and the ASSOCIATION affirm the principle that harmonious EMPLOYEE-EMPLOYER relations are to be promoted and furthered. When a person is hired in any of the covered job classes, the COUNTY shall notify that person that the ASSOCIATION is the certified representative for the EMPLOYEES and shall notify the ASSOCIATION of such hiring.
- 05.02.00 Reasonable space will be made available within the District Attorney's Office and the Sheriff's Department, and each work location maintained by the Sheriff's Department and District Attorney's Office where EMPLOYEES are regularly assigned, to place an ASSOCIATION purchased bulletin board. The ASSOCIATION is responsible for maintaining all such boards and will hold the COUNTY harmless for any materials posted on ASSOCIATION property.
- 05.03.00 Representatives of the ASSOCIATION shall have reasonable access to EMPLOYEES, provided such access does not interfere with COUNTY business. Department Heads and first-line supervisors will be notified by the EMPLOYER of the provisions of this Section. Solicitation for membership and other business of the ASSOCIATION shall not be conducted during working time.
- 05.04.00 Representatives of the ASSOCIATION shall have access to any EMPLOYEE or EMPLOYEES presenting a grievance, and any EMPLOYEE has the right to have an ASSOCIATION Representative represent him or her at all stages of disciplinary action. A Representative of the ASSOCIATION may be present upon request during questioning of an EMPLOYEE which could lead to punitive action against said EMPLOYEE. This Section shall not infringe on any management rights set forth in Section 04.01.00.
- 05.05.00 The EMPLOYER shall provide release time, with pay, for official Representatives of the ASSOCIATION upon request, with the approval of the Department Head, for the following reasons:
- (1) Attendance at meetings that could lead to punitive action when presence is requested by the EMPLOYEE.

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- (2) Attendance at meetings with Management at either the Departmental or County level.
- (3) Meet and confer session.

- 05.06.00 In addition to his/her regularly assigned work, the Officers of the ASSOCIATION shall be permitted reasonable time during working hours to notify their Representative of any violations of this MOU. The Officers of the ASSOCIATION may contact their Representative during business hours to report grievances, violations of this MOU or to report safety violations.
- 06.00.00 EMPLOYEE RIGHTS.
- 06.01.00 GENERAL PROVISIONS. Execution of this MOU by the ASSOCIATION shall not be deemed a waiver of any ASSOCIATION or EMPLOYEE right unless the right is clearly or explicitly modified or restricted herein.
- 06.02.00 If an EMPLOYEE covered by this MOU is permanently assigned work of a substantially new or different nature so as to constitute a new job class as determined by the Civil Service Commission, the EMPLOYER and the ASSOCIATION acting under the provisions of the Madera County Code shall determine the wage rate through established procedures.
- 06.03.00 When an EMPLOYEE is temporarily assigned work out-of-class, the EMPLOYEE will receive the pay of the higher class commencing on the 15th regularly scheduled consecutive working day of such assignment. Where the assignment is made, and the EMPLOYER has knowledge that it will be an extended vacancy/absence (more than fifteen (15) days) giving rise to the assignment, the acting pay differential shall commence immediately upon assignment. All requests for temporary assignments shall be submitted to the County Administrative Officer for authorization or denial.
- 06.04.00 PERSONNEL DEPARTMENT FILES. The Department of Human Resources shall keep such records, in compliance with applicable laws, as are necessary for transactions and reference and for making reports showing administrative actions, including: records of all examinations; eligible lists; records and files of employment history of each EMPLOYEE; injury records; history of each position; and correspondence.

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- 06.04.01 The records of payrolls, vacation, sick leave, and other accrual of leave shall be maintained in the database of the Office of the Auditor-Controller, which database shall be the official record of payrolls, vacation, sick leave, and other accrual of leave, and each employee shall be entitled to a copy of his or her own record of pay and leave accrual and usage, whether provided with each month's pay or upon request.
- 06.05.00 **CONFIDENTIAL NATURE OF PERSONNEL RECORDS.** All official personnel records/files shall be considered to be of a confidential nature and will be made available only to the EMPLOYEE, to the Board of Supervisors, to the EMPLOYEE'S appointing authority or his/her representative. Records shall not be released to any other official or to the public without specific authorization of the EMPLOYEE, except in response to a valid subpoena.
- 06.06.00 All documents critical of an EMPLOYEE including performance evaluations, to be placed in the personnel file, shall be filed pursuant to Government Code Sections 3305 and 3306.
- 06.07.00 All peace officers shall be afforded rights guaranteed them in Government Code Section 3300 et seq.
- 07.00.00 **REDUCTION IN FORCE.**
- 07.01.00 Layoffs shall be within each department by inverse order of seniority within the designated class, subject to bumping rights within the identified class series represented by the Bargaining Unit.
- 07.01.01 For purposes of reductions in force and lay-off, the calculations of classification, department, and county-wide seniority will exclude any time an EMPLOYEE is absent without pay. Overtime hours will not be counted towards seniority.
- 07.01.02 For purposes of reductions in force and lay-off, the classifications of Deputy Sheriff-Basic P.O.S.T. and Deputy Sheriff-Intermediate P.O.S.T. shall be considered the same classification.
- 07.02.00 Temporary and provisional employees shall be laid off first.

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- 07.03.00 Should the Board of Supervisors determine a reduction in staff is necessary, the EMPLOYEES identified for lay-off will be notified in writing as far in advance of the effective date as possible, but not less than thirty (30) days prior to the action. EMPLOYEES will also be informed of their bumping rights to a formerly held lower class within the class series represented by the bargaining unit and/or their placement on the reinstatement eligible list. A copy of the notification will be submitted concurrently to the ASSOCIATION.
- 07.04.00 When positions within the same department are identified for reduction, EMPLOYEES in the affected classification(s) will be laid off (subject to bumping rights) in the following order:
- (1) EMPLOYEE with the least seniority in the class.
 - (2) EMPLOYEE with the least seniority within the department.
 - (3) EMPLOYEE with the least seniority County-Wide.
 - (4) The date in which the EMPLOYEE'S application was received by the Department of Human Resources for the class affected by the lay-off.
- 07.05.00 Voluntary lay-off may be granted to an EMPLOYEE even though the EMPLOYEE has sufficient seniority to avoid lay-off. The purpose of this provision is to permit the substitution of a more senior EMPLOYEE for lay-off for that of a less senior EMPLOYEE on a voluntary basis. EMPLOYEES in this status, if reappointed from a reinstatement eligible list within 60 days of separation, will retain the anniversary date held at date of separation.
- 07.06.00 EMPLOYEES identified for lay-off may elect to accept the lay-off or to demote into a formerly held lower classification within the department and displace (bump) a less senior EMPLOYEE from a position (bumping rights). Such bumping may result in the lay-off or demotion of a less senior EMPLOYEE in the lower classification. The determination of which EMPLOYEES are subject to lay-off after all EMPLOYEES exercise their available bumping rights will be determined in the order specified in Section 07.04.00.
- 07.07.00 Reinstatement After Lay-off.
- (1) EMPLOYEES who are actually laid off shall be placed on a reinstatement eligible list for the class from which they were laid off. EMPLOYEES on a reinstatement eligible list shall be offered reinstatement based on inverse order of lay-off so that the last EMPLOYEE laid off is the first EMPLOYEE reinstated from the eligible list and continuing in inverse order of lay-off. Names shall remain on the reinstatement eligible list for two (2) years.

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- (2) Such EMPLOYEES shall have an absolute right only to reappointment to vacant positions in the same class and in the same department from which they were laid off. In all other instances, they shall be certified from the reinstatement list in accordance with the Civil Service Rules and shall be subject to a new probationary period.
- (3) If an EMPLOYEE whose name is on the reinstatement eligible list has been involuntarily laid off from a position in the class and in the department for which certification is requested, his/her name alone shall be certified.

07.08.00 EMPLOYEES appointed to a position of the same salary range or to a position of a lower range than previously occupied as a result of a transfer, downward classification, or voluntary demotion, shall be paid at the step providing the closest monthly salary as before, except that the salary shall not be higher than the amount previously received or the "E" step in the new range. The anniversary date shall remain unchanged.

08.00.00 GRIEVANCE PROCEDURES.

08.01.00 DEFINITIONS. The term "grievance" as used herein shall refer to a complaint or claim by an EMPLOYEE, a group of EMPLOYEES or the ASSOCIATION (hereinafter collectively "GRIEVANT") alleging a violation of the specific terms of this MOU, or a violation of established rules, regulations or policies of the EMPLOYER.

Adjustment Procedure: Any GRIEVANT having any grievance shall proceed as follows:

A written grievance must be filed within fifteen (15) calendar days from the time the GRIEVANT becomes aware or should have become aware of the issue or incident giving rise to the problem.

The Grievance shall contain a complete statement of the grievance, the alleged facts upon which the Grievance is based, the section(s) of the MOU alleged to have been violated and the desired remedy. Failure to provide sufficient information may deem the Grievance to be invalid.

1. The GRIEVANT shall first seek an adjustment of the grievance by the immediate supervisor unless the supervisor is a party to the grievance. Upon receipt of the written grievance, the immediate supervisor shall give the GRIEVANT a written reply within fifteen (15) calendar days.

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2. If the immediate supervisor's response is not satisfactory to the GRIEVANT, the GRIEVANT may, within fifteen (15) calendar days, file an appeal to the Appointing Authority. The Appointing Authority or his designee shall give the GRIEVANT a written response within fifteen (15) calendar days.
3. If the Appointing Authority's response is not satisfactory to the GRIEVANT, the GRIEVANT, may within fifteen (15) calendar days, file an appeal to the Director of Human Resources. The Director of Human Resources may take steps to resolve the grievance or may notify the employee of the need to proceed. The employee may then elect to meet with a mediator from the State of California's Mediation and Conciliation Services in an attempt to resolve the Grievance.
4. The EMPLOYER and the GRIEVANT may mutually agree to waive steps 1, 2 and 3 and proceed directly to a Grievance Advisory Committee.
5. If the Grievance remains unresolved after Step 3, the GRIEVANT may, within fifteen (15) calendar days, file an appeal to the Director of Human Resources requesting a hearing before a Grievance Advisory Committee.
 - (a) The Grievance Advisory Committee shall be comprised of one (1) employee representative selected by the Grievant, one (1) employee representative selected by the Appointing Authority, and one (1) neutral member selected by the Director of Human Resources. No member of the Committee selected by the Grievant, the Appointing Authority or the Director of Human Resources shall be from the Department or have direct involvement with or knowledge of the Grievance in question. Any permanent County employee may serve on the Committee, with the exception that an employee with a pending grievance will not be allowed to sit on the Committee.
 - (b) The Grievance Advisory Committee shall be convened within thirty (30) calendar days from the date the Department of Human Resources receives the Grievance and written notification of the name and contact information for the Grievant's appointee to serve on the Grievance Advisory Committee to hear the grievance, unless such provision is waived by mutual agreement of the Grievant.

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(c) The Committee will be guided by Rules of Evidence utilized in administrative proceedings. Each party, including the Committee, will be afforded the opportunity to examine the witnesses. Both parties shall have the right to appear before the committee. The Grievance Advisory Committee shall render a recommendation within thirty (30) calendar days of the hearing. The decision of the Grievance Advisory Committee may be appealed, within fifteen (15) calendar days of receipt, by either party to the Civil Service Commission.

(d) If appealed, the recommendation of the Committee shall be submitted to the Civil Service Commission for its review and decision. Should the Commission not accept the findings or recommendations of the Advisory Committee, a hearing date shall be set to review the case and all parties to the Grievance shall be available to respond to questions. The decision of the Commission shall be final.

All time limits herein stated above may be extended by mutual agreement of the parties involved.

08.02.00 The Civil Service Commission and Civil Service Rules for the County of Madera shall govern disciplinary and hearing procedures, unless mutually agreed upon by both parties.

08.03.00 Grievances not presented in writing pursuant to Section 08.01.00 within the time limits prescribed shall be deemed waived and shall not be subject to the appeal procedure.

09.00.00 CIVIL SERVICE CHANGES.

09.01.00 The parties agree that should an employee be absent without approved leave for a period of five (5) days, that action shall be considered Abandonment of Position and shall result in termination of employment.

10.00.00 POLICY REVIEW.

10.01.00 The ASSOCIATION and EMPLOYER have met and conferred on the Computer Systems Usage Agreement which is included as part of this MOU and designated as Attachment "B".

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- 10.02.00 The ASSOCIATION and EMPLOYER have met and conferred on a Lateral Transfer Policy for Deputy Sheriff and have agreed to limit the transfer provisions to officers below the rank of Sergeant.
- 11.00.00 WAGES/RETIREMENT.
- 11.01.00 The wage rates for all EMPLOYEE classes covered herein shall be as shown in Attachments "A" and "C". The County pays on a monthly basis.
- 11.02.00 The EMPLOYER agrees to maintain the CalPERS 3%@55 local safety retirement formula for all EMPLOYEES. The EMPLOYER also agrees to maintain the single highest year basis for retirement computation pursuant to Government Code Section 20042.
- 11.03.00 The EMPLOYER agrees to maintain an Employer Paid Member Contribution (EPMC) for all EMPLOYEES in the amount of 9% pursuant to Government Code Section 20691.
- 11.04.00 The EMPLOYER agrees to maintain a contract amendment with CalPERS to provide an option for EMPLOYEES to purchase military service credit as public service at the EMPLOYEE'S expense pursuant to Government Code Section 21024.
- 11.05.00 Effective the month following completion of ten (10) years continuous full-time, satisfactory service with the COUNTY, exclusive of approved leave without pay, EMPLOYEES in the Peace Officer Unit shall, in addition to his/her regular salary, receive longevity pay equivalent to the difference between his/her regular salary or salary step and the same salary or salary step on the salary schedule, which approximates 5%.
- 11.06.00 In addition to the benefits provided after ten (10) years service, EMPLOYEES, effective the month following fifteen (15) years continuous full-time satisfactory service, shall receive additional longevity pay equivalent to the difference between his/her regular salary or salary step and the same salary or salary step on the salary schedule, which approximates 2.5%.
- 11.07.00 Effective the month following twenty (20) years continuous full-time satisfactory service, an EMPLOYEE in said representation unit shall receive additional longevity pay equivalent to the difference between his/her salary or salary step and the same salary or salary step on the salary schedule, which approximates 2.5%.

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11.08.00 BILINGUAL COMPENSATION. Any EMPLOYEE in the covered classes determined by the Department of Human Resources to proficiently communicate in a second language, may be eligible for additional compensation. For positions identified as requiring the use of this second language, the supplemental compensation shall be sixty-five dollars (\$65) per month. The County Administrative Officer will determine the number of positions that will be allocated to a Department to receive bilingual compensation.

11.09.00 In order to be eligible for bilingual pay, an EMPLOYEE must proficiently speak or communicate in another language. To qualify, the EMPLOYEE must be tested by the Department of Human Resources to determine proficiency in communicating the second language.

If the EMPLOYEE is deemed proficient in the language as a result of testing administered by the Department of Human Resources, the EMPLOYEE will qualify for the bilingual premium. Bilingual pay will be effective either the first of the month following the date that the department certifies that bilingual services began or the 1st day of the month following the EMPLOYEE'S request to take the proficiency examination. A pay adjustment will be made if the proficiency examination causes a delay in processing.

If an EMPLOYEE fails to pass the proficiency examination, the EMPLOYEE must wait sixty (60) days to again be considered for the bilingual premiums.

11.10.00 Incentive pay shall be granted to those EMPLOYEES in classes represented by the ASSOCIATION upon presentation of a valid Intermediate, Advanced and/or Supervisory P.O.S.T. Certificate. Said incentive pay shall approximate 5%, 2.5% and/or 2.5%, respectively, for each certificate, on the salary table.

For EMPLOYEES who have not previously submitted evidence of P.O.S.T. Certification to the Department, incentive pay shall be effective on the first day of the month following submission of a valid applicable certificate.

12.00.00 UNIFORM ALLOWANCE.

12.01.00 The EMPLOYER agrees to fund a uniform allowance at a rate of \$75.00 per month for classes in the Peace Officer Unit, with the exception of those EMPLOYEES in the classes of District Attorney Criminal Investigator, Welfare Investigator II and Supervising Welfare Investigator.

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- 12.02.00 EMPLOYEES assigned to SWAT shall receive an additional four dollars and seventeen cents (\$4.17) per month in uniform allowance.
- 12.03.00 EMPLOYEES assigned to Search and Rescue shall receive an additional four dollars and seventeen cents (\$4.17) per month in uniform allowance.
- 13.00.00 WORKDAY AND WORKWEEK.
- 13.01.00 WORKWEEK AND WORKING HOURS. Except as specifically provided in this MOU, eight hours per day, exclusive of mealtime, shall constitute a regular days work for EMPLOYEES covered by this MOU. With the exception of those employed in classes designated as "overtime exempt", whose regular work period constitutes one calendar month, the regular work period shall not exceed one hundred and seventy-one (171) hours per twenty-eight day work period. The 28 day work cycle shall be based on that which commenced at 00:01 A.M., Saturday, September 24, 1994. Work periods shall be scheduled by the EMPLOYER to provide for five (5) consecutive days on duty and two (2) consecutive days off duty. The monthly salary, designated by range in Attachment "A", is based upon working and/or use of paid leave benefits five days per week, eight hours per day, for all calendar months in a year. Hours worked over 160 in a 28 day work period, to and including 171, is in excess of the monthly salary and shall be compensated at the straight time average annual hourly rate for a given salary range as contained in the Salary Resolution adopted by the EMPLOYER.
- 13.02.00 EMPLOYEES assigned to patrol duty shall be required to remain on duty during their mealtime. Their regular workday may consist of twelve (12) hours including mealtime and shall be generally subject to the 171-hour, twenty-eight day work period set forth in Section 13.01.00.
- 13.03.00 A work schedule which pertains to a 4/10 workweek; "Quiet Time," "Flex Time" or other variation may be implemented upon the mutual agreement of the SHERIFF and the ASSOCIATION. The Sheriff shall review such written scheduling proposals as to how they will serve the best interest of the COUNTY.

Any mutually agreed upon work schedule pattern will have an evaluation period comprised of two ninety (90) day periods. During the first ninety (90) day evaluation period, the Sheriff or the ASSOCIATION may terminate the schedule by a request in writing no later than fifteen (15) days prior to the end of the first ninety (90) day period.

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At any time during the second ninety (90) day evaluation period, the Sheriff may terminate the schedule at any time by notifying the ASSOCIATION in writing of the decision.

14.00.00 OVERTIME.

14.01.00 DEFINITION OF OVERTIME. The term “overtime” as used herein shall mean the hours worked over one hundred and seventy-one (171) hours in a work period as set forth in Section 13.01.00.

14.02.00 All classes receiving overtime are listed in Attachment “A”.

14.03.00 Except in cases of emergency, EMPLOYEES shall not be required to work or attend training during hours which would fall within the definition of overtime unless such overtime has been specifically authorized in advance by the appointing authority, or designee.

14.04.00 EMPLOYEES required to work overtime shall be compensated by allowing the EMPLOYEE compensatory time off (CTO) or cash at the employees’ option. EMPLOYEES may accumulate up to a maximum of 240 hours in a CTO bank to be maintained and governed in accordance with the Fair Labor Standards Act. Any overtime in excess of 240 hours shall be payable in cash only. EMPLOYEES will be permitted reasonable opportunities to use compensatory time off. Notwithstanding the above, the EMPLOYEE and EMPLOYER may mutually agree to have any and all compensatory time paid in cash.

All payments for overtime worked shall be included in the regular salary check in the pay period next succeeding the period in which it was worked.

15.00.00 MANAGEMENT LEAVE. All EMPLOYEES who are designated as “overtime exempt”, as listed on Attachment “A”, shall receive forty-eight (48) hours of annual paid management leave which may be taken, with approval of the Department Head, separate from or in conjunction with other established leave balances. Management leave shall not accumulate from one fiscal year to the next.

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- 16.00.00 ASSIGNMENT PAY.
- 16.01.00 MAXIMUM ASSIGNMENT PAY. No EMPLOYEE shall receive assignment pay for which the cumulative total, when added to other assignments, exceeds five percent (5%).
- 16.02.00 DETECTIVE ASSIGNMENT. A maximum of eight (8) Deputy Sheriff's or Sheriff's Sergeants assigned to detectives shall be eligible for and receive assignment pay of an additional two and one-half percent (2-1/2%). These assignments are exclusive of the Madera Narcotics Enforcement Team and High Intensity Drug Trafficking Area assignments.
- 16.03.00 MADERA NARCOTICS ENFORCEMENT TEAM AND HIGH INTENSITY DRUG TRAFFICKING AREA ASSIGNMENTS. The Deputy Sheriff and/or Sheriff's Sergeant assigned to Madera Narcotics Enforcement Team and the High Intensity Drug Trafficking Area will be compensated, during their period of assignment, an additional two and one-half percent (2-1/2%).
- 16.04.00 CANINE ASSIGNMENT. Deputy Sheriff's and/or Sheriff's Sergeants approved to participate in the Canine Program shall receive fair and reasonable compensation in the amount of seven percent (7.00%) in recognition of the additional qualifications necessary to the task of dog handling. This compensation shall be in the nature of premium pay and is sufficient to compensate officers for any and all training and time necessary to perform these duties.
- The County will provide Health Insurance for Pets (VPI Pet Insurance) at the premium cost not to exceed \$500.00 per year plus up to \$500.00 per year per dog for out of pocket care expenses. Out of pocket expenses over \$500.00 can be submitted to the Board of Supervisors for consideration.
- 16.05.00 RANGEMASTER ASSIGNMENT. A Deputy Sheriff or Sheriff's Sergeant assigned as Rangemaster will be compensated an additional two and one-half percent (2-1/2%). A maximum of three officers shall be eligible for Rangemaster assignment pay.
- 16.06.00 FIELD TRAINING OFFICER (FTO) ASSIGNMENT. A Deputy Sheriff or Sheriff's Sergeant assigned to perform Field Training duties will be compensated, during the period of assignment, an additional two and one-half percent (2 ½%). No more than six (6) Deputies and one (1) Sergeant shall be eligible to receive this assignment pay at any one time.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 16.07.00 SWAT TEAM ASSIGNMENT. A Deputy Sheriff or Sheriff's Sergeant assigned to the SWAT Team will be compensated an additional five dollars (\$5.00) for each hour of participation in a SWAT operation. In any fiscal year, no officer shall be paid more than \$200.00 under the provisions of this section and no more than eleven (11) Sheriff's Sergeants or Deputy Sheriffs shall be eligible to receive such assignment pay.
- 16.08.00 DIVE TEAM ASSIGNMENT. Any Deputy Sheriff or Sheriff's Sergeant assigned to the Dive Team will be compensated an additional ten dollars (\$10.00) for each hour of participation in an underwater search operation.
- 17.00.00 SHIFT DIFFERENTIAL.
- 17.01.00 EMPLOYEES who are required to perform night duty as defined herein on regularly established shifts, shall, in addition to their regular salary, be paid \$5.00 per night shift worked.
- 17.02.00 A night shift shall mean an assigned schedule of work hours of which at least 6/8 of the shift is after 5:00 P.M. and before 8:00 A.M.
- 17.03.00 Night duty, as herein provided, is limited to the first eight hours of a work shift exclusive of overtime and does not include standby time, or call-back overtime.
- 18.00.00 STANDBY COMPENSATION.
- 18.01.00 DEFINITION OF STANDBY. When the EMPLOYER requires an EMPLOYEE to remain available for call back at any time, the EMPLOYEE shall receive standby pay. Except in cases of emergency, all standby shall be approved in advance by the Appointing Authority or designee.
- 18.02.00 When an EMPLOYEE is required to standby, the EMPLOYEE shall be compensated for such standby time at the rate of one dollar and twenty cents (\$1.20) per hour.
- 18.03.00 TAKE HOME CAR POLICY. EMPLOYEES of the Sheriff's Department who elect to participate in the Department's "take-home-car" program shall do so subject to the Sheriff's General Order VI-4, dated, February 1, 2010, and shall not be eligible for stand-by pay as a result.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 19.00.00 CALL BACK COMPENSATION.
- 19.01.00 DEFINITION OF CALL BACK. When the EMPLOYER, due to an emergency, or by order of the Court, requires the EMPLOYEE to return to work other than his/her regularly scheduled work day, the EMPLOYEE shall be entitled to Call Back compensation.
- 19.02.00 The EMPLOYER shall compensate the EMPLOYEE a minimum of four (4) hours overtime compensation irrespective of the actual time worked when an EMPLOYEE is called back to perform an emergency task. In the event the task exceeds four (4) hours duration, the total compensation shall be for hours actually worked.
- 19.03.00 When the EMPLOYER requires a Sheriff's Sergeant assigned to the Detective Division to return to work other than his/her regularly scheduled workday, the EMPLOYEE will be entitled to a minimum of four (4) hours overtime compensation. In the event the task exceeds four (4) hours duration, the total compensation shall be for hours actually worked.
- 19.04.00 When an EMPLOYEE is called back by order of the Court, the EMPLOYER shall compensate the EMPLOYEE, including Sheriff's Sergeants assigned to the Detective Division, a minimum of three (3) hours overtime compensation irrespective of the actual hours worked. In the event the Court appearance exceeds three (3) hours duration, the total compensation shall be for hours actually worked.
- 20.00.00 PROBATIONARY PERIOD.
- 20.01.00 An EMPLOYEE appointed from an eligible list to a permanent position shall serve a probationary period consisting of twelve (12) full calendar months in paid status.
- 20.02.00 All employees placed on Step A will remain on Step A for twelve (12) months in a paid status before being moved to Step B.
- 21.00.00 SAFETY.
- 21.01.00 The EMPLOYER and the ASSOCIATION undertake to promote in every way possible the realization and the responsibilities of the individual EMPLOYEE with regard to preventing accidents to themselves or their fellow EMPLOYEES.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 21.02.00 The EMPLOYER shall comply with all applicable laws and regulations pertaining to occupational safety and health.
- 21.03.00 The EMPLOYER agrees to make all reasonable provisions for the safety and health of its EMPLOYEES.
- 21.04.00 In the event any safety or health hazard is detected, it shall promptly be reported to the appropriate supervisor. The EMPLOYER shall remedy the problem as soon as possible and no EMPLOYEE shall be exposed to the unsafe conditions pending its correction.
- 21.05.00 No EMPLOYEE shall be discharged or otherwise disciplined for bringing to the attention of his/her supervisor any unsafe condition that may exist.
- 21.06.00 SAFETY EYEWEAR. EMPLOYEES who regularly wear prescription eye glasses will be reimbursed for the difference between the cost of one pair of regular prescription lenses versus prescription safety lenses. Reimbursement shall be made upon submission of an invoice to the Department of Human Resources setting forth the difference in the cost of safety lenses.
- 22.00.00 HEALTH AND WELFARE.
- 22.01.00 The COUNTY agrees to fund and maintain a health benefit program at the contribution rate of 100% for single member coverage and an additional 50% for either two-party or dependent coverage using the lowest premium rate CalPERS HMO health plan (excluding Kaiser), offered Dental Program and the Vision Service Plan.
- Utilization of the lowest premium rate CalPERS HMO health plan (excluding Kaiser) will be effective January 2011. EMPLOYEES of DSA shall have the opportunity to change Health Plans during the normal Open Enrollment Period (Sept/Oct 2010) for the 2011 Plan Year to accommodate the new, benchmark premium rate structure.
- 22.02.00 The County will maintain the IRS Section 125 Plan to cover health plan premiums and to expand the program to certain other eligible costs as feasible. This program will comply with IRS regulations and be administered totally at the expense of participants in the expanded program.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 22.03.00 Any EMPLOYEE providing evidence of health coverage from an outside source, comparable to the coverage options with the County of Madera, will be eligible to have the County pay one hundred dollars (\$100) per month into a deferred compensation account in lieu of participation in the County health benefit program.
- 22.04.00 EMPLOYER will contract with a licensed health care services provider for an Employee Assistance Program that will provide EMPLOYEES and their dependents confidential behavioral health counseling for a total of up to three (3) visits each six (6) months with an EMPLOYER cost not to exceed \$2.00 per month per employee.
- 23.00.00 VACATION ACCRUAL.
- 23.01.00 The EMPLOYER agrees to maintain the current vacation accrual as set forth in Madera County Code Section 2.60.580.
- 23.02.00 EMPLOYEES may accrue vacation time to the total of forty-five (45) days. If, through no fault of the EMPLOYEE, the EMPLOYER denies the EMPLOYEE the opportunity to use his/her accrued vacation time, further accrual will be paid in cash until such time as accrued vacation time is reduced below the forty-five (45) day maximum.
- 24.00.00 SICK LEAVE.
- 24.01.00 Subject to all other requirements, EMPLOYEES shall be allowed to use any accrued sick leave during their probationary period.
- 24.02.00 Except as hereinafter provided, sick leave pay shall be granted only by the appointing authority and only in the case of:
1. EMPLOYEE absence required by his/her bonafide illness or injury causing inability to work.
 2. Exposure to contagious disease requiring quarantine.
 3. To obtain consultation or treatment by a State licensed health care professional.
- 24.03.00 The appointing authority or the Director of Human Resources may in any case require evidence in the form of a physician's certificate of the necessity of an EMPLOYEE'S absence on sick leave, or may require such certification on absences for consultation or treatment.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

24.04.00 EMPLOYEES will not be entitled to sick leave while absent from duty on account of any of the following, except as provided:

- (1) Disability arising from any sickness or injury purposely self-inflicted or caused by other willful misconduct.
- (2) Sickness or disability sustained while on leave of absence other than his or her regular vacation.

24.05.00 EMPLOYEES in the Peace Officer Unit shall be allowed eight (8) hours sick leave credit for each month of continuous full-time service and shall be limited to one thousand (1,000) hours in the number of sick leave hours to accumulate. Existing hours held by EMPLOYEES in excess of one thousand (1,000) shall remain accumulated. Upon termination, EMPLOYEES shall be paid for their sick leave balances according to the following table:

<u>Years of Service</u>	<u>Percentage of Current Hourly Rate</u>		
	<u>A</u>	<u>B</u>	<u>C</u>
	<u>0-75</u>	<u>76-150</u>	<u>Over 150</u>
	<u>Days</u>	<u>Days</u>	<u>Days</u>
5 - 9 Years	15%	7.5%	3%
10 - 14 Years	25%	12.5%	5%
15 - 19 Years	35%	17.5%	7%
20 + Years	50%	25.0%	10%

24.06.00 For purposes of calculation, upon termination, the first seventy-five (75) days of sick leave accrual shall be compensated at a rate not to exceed 50% of the current hourly rate as shown in Column "A". For additional sick leave accrued above 75 days, but not exceeding 150 days, sick leave compensation shall be paid at the rate shown in Column "B". For sick leave days accrued in excess of 150 days, compensation shall be at the rate shown in Column "C".

24.07.00 For purposes of computing compensation of unused sick leave at termination for EMPLOYEES currently in permanently allocated positions as of October 1, 1983, an EMPLOYEE with more than 20 years service shall be entitled to the percentage of sick leave compensation in effect prior to October 1, 1983 (Madera County Code 2.60.540, January 14, 1974) on accrued sick leave up to the number of days that existed as of October 1, 1983. Total sick leave above the October 1, 1983 balance will be computed in accordance with Columns "A", "B", and "C" above. Additional years of service after October 1, 1983 will not be used for the calculation of unused sick leave at termination.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 24.08.00 EMPLOYEES may transfer leave balances across bargaining unit lines pursuant to the EMPLOYER'S Catastrophic Leave Program, which is summarized in Attachment "D".
- 25.00.00 RETURN TO WORK MEDICAL ASSESSMENT.
- 25.01.00 (A) EMPLOYEES required by the Department of Human Resources to have a COUNTY physical and/or psychological assessment due to certain types of illnesses or injuries or long-term disabilities and who are released to return to work by their attending physician shall be available for a physical and/or psychological assessment by the County.
- (B) EMPLOYEES returning from an approved medical leave which has been designated as that provided under the Family and Medical Leave Act, in lieu of the physical and/or psychological assessment called for in paragraph (A) above, shall provide medical certification from their health care provider on a form approved by the Department of Human Resources. Said certification shall acknowledge that the medical provider has reviewed the class specifications for the EMPLOYEE'S position and that the EMPLOYEE is fit to perform the essential functions of the position, without restriction. This paragraph shall not apply to Family and Medical Leave authorized for the care of a family member.
- 25.02.00 After receipt of notice of EMPLOYEE'S ability to return, the Department of Human Resources and the County Health Department or other designated provider shall, within three (3) working days, schedule and conduct the examination.
- 25.03.00 If the EMPLOYEE has obtained the necessary medical documentation satisfactory to the County Health Department, any loss of working hours to the EMPLOYEE in excess of three (3) working days due to the Health Department's inability to conduct an examination shall not result in loss of pay or benefits to the EMPLOYEE.
- 26.00.00 SPECIAL LEAVE WITH PAY.
- 26.01.00 An EMPLOYEE shall be granted special leave with pay not to exceed a total of eighty (80) hours in any one calendar year to be charged to sick leave in the event of an illness of the EMPLOYEE'S spouse, son, daughter or parent, such as to require his or her care. Son or daughter may include biological, adopted, foster, step or legal ward. Parent may include biological or parent in loco parentis.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 26.02.00 BEREAVEMENT LEAVE. EMPLOYEES will be entitled to three (3) days (twenty-four hours) paid Bereavement Leave not to be charged to any personal balance for the death of a father, father-in-law, mother, mother-in-law, brother, sister, child, spouse or registered domestic partner. An EMPLOYEE shall be granted special leave with pay not to exceed a total of fifty-six (56) hours in any one calendar year to be charged to sick leave in the event of a death of a member of the EMPLOYEE'S immediate family. "Immediate family" is defined as spouse, registered domestic partner, children, step-children, parents, guardians, grandparents, grandchildren, brothers, sisters, and in-laws.
- 27.00.00 RECRUITMENT AND EXAMINATIONS.
- 27.01.00 ENTRY LEVEL DEPUTY SHERIFF EXAMINATIONS. The Sheriff shall select an officer from the Madera County Sheriff's Department to sit on all oral interview appraisal panels for entry-level positions relative to the Peace Officer Unit. At a minimum, the selected officer shall possess a valid Intermediate P.O.S.T. Certificate.
- 27.02.00 The EMPLOYER agrees that all promotional examinations for advancement shall be conducted on an open and/or promotional basis, if there are at least three (3) promotional candidates. Any successful candidate within the Madera County Sheriff's Department shall have their name certified before names of candidates not employed in the Department are certified.
- 27.03.00 The oral interview appraisal panel shall consist of personnel employed by an agency outside the County of Madera. The Board shall consist of a minimum of two-thirds, full-time employed law enforcement personnel having obtained at least the rank of one grade above that for which the examination is conducted.
- 28.00.00 DRUG/ALCOHOL POLICY.
- 28.01.00 Department of Transportation Drug Testing Policy for Commercial Vehicle Operators shall apply to all EMPLOYEES represented by the ASSOCIATION.
- 28.02.00 EMPLOYEES of the Peace Officer Unit shall be subject to the same drug and alcohol testing procedures and standards as apply to "Commercial Motor Vehicle Operators" under the Omnibus Transportation Employee Testing Act of 1991 and the regulations of the Department of Transportation, Federal Highway Administration.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

The provisions of Resolution 95-308, as modified by the provisions of Attachment “E”, shall apply in total to members of this unit, including having to meet the same testing requirements and standards as a “Safety Sensitive Driver.” The random testing provisions in Section IV may apply to as few as fifty percent (50%) of the average number of members of this bargaining unit, excluding safety sensitive drivers tested by the County, or they may be included for purposes of determining this fifty percent (50%) figure with other non-safety sensitive drivers which may be added to members of this unit for purposes of this same testing.

29.00.00 HOLIDAYS.

29.01.00 The following days are established as holidays for EMPLOYEES of the Peace Officer Unit:

NEW YEAR’S DAY, January 1
MARTIN LUTHER KING, JR. DAY, the third Monday in January
PRESIDENTS’ DAY, the third Monday in February
MEMORIAL DAY, the last Monday in May
INDEPENDENCE DAY, July 4
LABOR DAY, the first Monday in September
VETERAN’S DAY, November 11
THANKSGIVING DAY, the fourth Thursday in November
FRIDAY AFTER THANKSGIVING
CHRISTMAS DAY, December 25
8-HOUR WINTER HOLIDAY (to be taken Christmas Eve)
ONE FLOATING HOLIDAY

29.02.00 A floating holiday will be available for use by EMPLOYEES in probationary/permanent status effective January 1st of each year. Effective January 1, 2011, a Floating Holiday bank will be created to allow the separation of an EMPLOYEE’S Holiday Compensation balance and the credited Floating Holidays.

The floating holiday shall not be accumulated from one calendar year to the next. In the event that an EMPLOYEE is hired after January 1st in any one calendar year, they shall be credited with the one (1) floating holiday in the month of hire, and shall take the equivalent time off by December 31st of the affected year. Use of the floating holiday may be requested and scheduled in accordance with provisions of Madera County Code Section 2.60.590.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

In addition, any day specified as a holiday (not to be confused with days of thanksgiving, prayer, fasting, or otherwise) by executive order of the Governor of the State of California or the President of the United States shall be a paid holiday.

29.03.00 Effective January 1, 2011, whenever a holiday falls on a Saturday or Sunday, the previous Friday or the following Monday respectively, shall be recognized in lieu thereof. Any officer or EMPLOYEE whose regularly scheduled day off falls on a holiday or who is otherwise required to work on a holiday shall be entitled to a day off with pay to be taken in accordance with the provisions of Madera County Code Section 2.60.590.

30.00.00 MISCELLANEOUS.

30.01.00 APPOINTMENT TO A POSITION IN A CLASS WITH A HIGHER RATE OF PAY. EMPLOYEES appointed to a position of higher salary range than previously held as a result of promotion, position reclassification, or temporary assignment, to work out of class, shall be paid at the nearest higher salary in the new range which will provide at least a five percent (5%) increase, except that no increase shall exceed the "E" step of the new range. Salary increases pursuant to this Section shall be effective on the date of appointment, and in the case of promotion or reclassification, a new anniversary date shall be established.

30.02.00 EMPLOYEES shall receive monthly pay on the last working weekday of the month except in circumstances which are beyond the control of the Board of Supervisors.

30.03.00 The COUNTY shall provide EMPLOYEES the option of automatic deposit of their monthly pay to certain financial institutions.

The County Auditor-Controller shall be authorized to apply, in full, any necessary salary adjustment resulting from overpayment or underpayment to the next succeeding pay period, without regard to cause of such underpayment or overpayment.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

31.00.00 SAVINGS CLAUSE.

31.01.00 The provisions of this MOU are declared to be severable and if any section, subsection, sentence, clause, or phrase of this MOU shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, subsections, sentences, clauses, and phrases of this MOU, but they shall remain in effect, it being the intent of the parties that this MOU shall stand, notwithstanding the invalidity of any part.

Should any portion of this MOU be found invalid or unconstitutional, the parties will meet and confer to arrive at a mutually satisfactory replacement for the portion found to be invalid or unconstitutional.

32.00.00 IMPASSE PROCEDURES.

32.01.00 DEFINITION OF IMPASSE. "Impasse" as used herein shall mean that the representatives of the EMPLOYER and the ASSOCIATION have reached a point in their meeting and conferring in good faith on the terms of a successor MOU where their differences on matters to be included in such MOU, and concerning which they are required to meet and confer, remain so substantial that further meeting and conferring would be futile.

32.02.00 INITIATION OF IMPASSE PROCEDURES. If the meet and confer process has reached impasse, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled promptly by the County's designated employee relations officer. The purpose of such impasse meeting shall be:

- A. To identify and specify in writing the issues that remain in dispute.
- B. To review the position for the parties in a final effort to resolve such disputed issue or issues.
- C. If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures as provided.

32.03.00 MEDIATION. If either party desires to submit the dispute to mediation, the dispute shall be submitted to the State Mediation and Conciliation Service. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

- 32.04.00 **FACT-FINDING.** If an impasse continues after mediation, either party may elect to use fact finding. The parties will agree as to the identity of, or the method of selecting, the fact finder. If mutual agreement to select the fact finder cannot be attained within five (5) days of receipt of a demand for fact finding, the parties shall request a panel of five (5) names from the State Mediation and Conciliation Service. The parties shall then alternately strike names from said panel, with the County striking first, until only one name remains, and that person shall be the fact finder.
- 32.05.00 If the parties mutually agree to fact finding, the costs thereof, if any, shall be shared equally. If, however, one party does not desire fact finding, the party requesting fact finding will bear such costs. If fact finding is used, the following shall apply:
- A. The parties shall instruct the fact finder on the specific facts to be ascertained.
 - B. The fact finder's findings shall be without recommendation and shall be submitted directly to the parties concerned.
 - C. The parties shall attempt to reach agreement by meeting and conferring in good faith on the basis of the fact finder's findings.
- 33.00.00 **TAX INITIATIVE.** Should the EMPLOYER undertake to seek voter approval for revenue enhancements proposed to offset costs related to public safety, the ASSOCIATION agrees to take a public position of support.
- 34.00.00 **SUPERVISING WELFARE INVESTIGATOR.** Benefits currently afforded to the class of Supervising Welfare Investigator shall continue in the absence of specific provisions of this MOU.
- 35.00.00 **RATIFICATION.**
- 35.01.00 Nothing contained in this MOU shall be deemed binding on either the EMPLOYER or the ASSOCIATION following signing of this MOU by the respective parties until it has been ratified by the ASSOCIATION'S membership and has been approved by the Madera County Board of Supervisors.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

36.00.00 RE-OPENERS.

36.01.00 It is agreed, at the request of either party, to re-open negotiations to discuss possible modifications to changes in the Safety Retirement contract with CalPERS.

36.02.00 It is agreed, at the request of either party, to re-open negotiations to discuss possible modifications to changes in the Retiree Health Insurance contract with CalPERS.


37.00.00 TERMS OF MEMORANDUM.

37.01.00 Except as otherwise provided herein, this MOU shall be effective upon adoption by the Board of Supervisors of the County of Madera and remain in effect until midnight the 31st day of December, 2011.

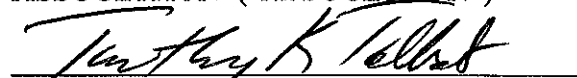
37.02.00 This MOU may be extended by mutual agreement of the parties if additional time is needed to consummate a successor MOU.


COUNTY OF MADERA ("COUNTY")


Chief County Negotiator


Director of Human Resources

MADERA COUNTY DEPUTY SHERIFFS'
ASSOCIATION ("ASSOCIATION")


Representative


President



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
200 WEST FOURTH STREET / MADERA, CALIFORNIA 93637
(559) 675-7700 / FAX (559) 673-3302 / TDD (559) 675-8970
agendas available: www.madera-county.com/supervisors

MEMBERS OF THE BOARD

FRANK BIGELOW
VERN MOSS
RONN DOMINICI
MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 10030

Date: September 28, 2010

In the Matter of CONSIDERATION OF APPROVAL OF RATIFICATION OF MEMORANDUM
OF UNDERSTANDING (MOU) WITH THE DEPUTY SHERIFF'S
ASSOCIATION, FOR THE PEACE OFFICER UNIT, HUMAN RESOURCES
DEPARTMENT.

Upon motion of Supervisor Moss, seconded by Supervisor Dominici, it is
ordered that the attached be and it is hereby adopted as shown, and the Chairman is
authorized to execute said agreements.

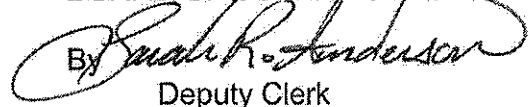
I hereby certify that the above order was adopted by the following vote, to wit:

AYES: Supervisors Bigelow, Moss, Dominici, Rodriguez and Wheeler.
NOES: None.
ABSTAIN: None.
ABSENT: None.

Distribution:

Auditor (via e-mail)
Human Resources (via e-mail)
Michael Motz, President – Madera County
Deputy Sheriff's Association (via HR)
Timothy Talbot, Business Representative – Madera County
Deputy Sheriff's Association (via HR)
Pending (Signature – Ken Caves)
Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By 
Deputy Clerk

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

Attachment “A”

PEACE OFFICER UNIT

<u>Class</u>	<u>Range/(POB2 0509)</u>	<u>FLSA Designation</u>
Chief Civil Deputy Sheriff	271	Overtime Eligible
Deputy Sheriff (Basic POST)	226	Overtime Eligible
Deputy Sheriff (Intermediate POST)	246	Overtime Eligible
District Attorney Criminal Investigator	266	Overtime Eligible
Sheriff's Sergeant	276	Overtime Eligible
Supervising Welfare Investigator	262	Overtime Exempt
Welfare Investigator II	232	Overtime Eligible

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

Attachment "B" COUNTY OF MADERA COMPUTER EQUIPMENT & SYSTEMS USAGE AGREEMENT

I agree and will adhere to the following rules:

1. I understand that electronic media, including but not limited to e-mail, network and Internet/Intranet access, is owned by Madera County and to be used for business purposes of Madera County.
2. All data viewed or stored is subject to audit, review, disclosure and discovery. Such data may be subject to disclosure pursuant to the Public Records Act (California Government Code section 6250 et seq.).
3. I understand that electronic media communication may not be deleted from the system, even though it appears an item may have been deleted.
4. I understand that supervisors, managers, department heads as well as computer support personnel as authorized by the department head have the right to enter, search and monitor the computer files, voice mail, e-mail or any type of electronic file without advance notice on all County-owned computers, including laptop and notebook computers. Justification may include but is not limited to maintenance, operational, auditing, monitoring work flow or productivity, security, investigative, disclosure of confidential business or proprietary information or personal abuse of the system.
5. Limited personal use¹ of County computers may be allowed at the sole discretion of the County through the department head. However, personal obligations that must be conducted at work should be done as expeditiously as possible and with the approval of the department head. Nothing in this section confers authority on a department head to allow personal use of computer equipment during normal work hours, except in an emergency.
6. I understand that I have no expectation of privacy regarding information, including electronic mail messages and/or text messages, transmitted or received on any County-owned computer. All electronic mail messages and/or text messages transmitted or received on any County-owned computer will become the property of the County and as such may be reviewed by the employer and co-workers in the ordinary course of business and without notice to me.

¹ Limited personal use is defined, for the purpose of this Agreement, as use during normal break periods including lunch hours.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

7. I understand that prohibited use includes but is not limited to:
 - Business of employee or any commercial activities of financial gain by employee;
 - Solicitation;
 - Illegal or impermissible activities defined as a violation of County policies, regulations, state and/or federal law;
 - Search, view or download of any pornographic or sexually explicit materials;
 - Dating or relationship matching sites;
 - Political endorsements;
 - Public system instant messaging or personal e-mail systems such as Yahoo or G-mail;
 - Creating or forwarding "chain letters," "Ponzi" or other "pyramid" schemes of any type;
 - Transmission of any communications where the meaning of the message or its transmission or distribution would violate any applicable law or regulation or which may be offensive to the recipient;
8. I understand that any criminal conduct which is revealed by electronic mail received or transmitted by me, or by my use of County-owned computer systems, may be referred to the proper authorities for investigation or prosecution.
9. I will use the hardware or software in an ethical manner. I will respect the security of the computer system and I will not improperly use or gain access to the network, hardware or software.
10. I will not take or copy any copyrighted and/or patented software or parts thereof.
11. I will not install any hardware, program, software or data. Only IT personnel may install any hardware, program, software or data.
12. I will respect any confidential information obtained or used as part of my job performance.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

13. I will maintain system security by keeping my user identification and password(s) confidential.
14. I acknowledge that the use by employees of passwords or other message protection measures, other than those specifically authorized by the County, are prohibited. Multiple passwords or data locking measures will not make electronic mail messages or other data private.
15. Designations on messages or directories designating the material as personal or private, or otherwise attempting to segregate the material will not make the messages or data private and will not avoid review by my employer or co-workers as described in paragraph 4 above. The County's authorization for me to use a password or other data protection measures will not constitute consent by the County for me to maintain the messages or data as private. I understand that other persons within my department and/or County government generally may have routine access to my work product and have the right to access data stored on any County-owned computer used by me at any time whether or not password protected.
16. I understand and acknowledge that my departmental employer may be provided with copies of messages sent by me and received by others, whether within the County government or otherwise. Accordingly, I have no expectation of privacy in messages sent or received.

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD AND WILL ABIDE BY THE ABOVE COMPUTER EQUIPMENT AND SYSTEMS USAGE RULES AND POLICIES. I UNDERSTAND THAT FAILURE TO ABIDE BY THESE RULES MAY RESULT IN DISCIPLINARY ACTION, UP TO AND INCLUDING TERMINATION OF MY EMPLOYMENT WITH THE COUNTY OF MADERA. I ALSO UNDERSTAND THAT I WILL BE RESPONSIBLE FOR ANY COSTS ASSOCIATED WITH OR AS A RESULT OF ANY VIOLATION OF THESE RULES AND POLICIES.

Employee's Signature

Date

Supervisor's Signature

Date

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

Attachment “C”

Salary Table “POB2 0509”

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
1	ANN	14,426.77	15,148.11	15,905.50	16,700.80	17,535.83
1	MO	1,202.23	1,262.34	1,325.46	1,391.73	1,461.32
1	HR	6.93595	7.28275	7.64688	8.02923	8.43069
2	ANN	14,498.89	15,223.84	15,985.03	16,784.29	17,623.50
2	MO	1,208.24	1,268.65	1,332.09	1,398.69	1,468.63
2	HR	6.97062	7.31915	7.68511	8.06937	8.47284
3	ANN	14,571.41	15,299.96	16,064.97	16,868.21	17,711.63
3	MO	1,214.28	1,275.00	1,338.75	1,405.68	1,475.97
3	HR	7.00549	7.35575	7.72354	8.10972	8.51521
4	ANN	14,644.26	15,376.47	16,145.29	16,952.56	17,800.18
4	MO	1,220.36	1,281.37	1,345.44	1,412.71	1,483.35
4	HR	7.04051	7.39253	7.76216	8.15027	8.55778
5	ANN	14,717.47	15,453.34	16,226.02	17,037.31	17,889.17
5	MO	1,226.46	1,287.78	1,352.17	1,419.78	1,490.76
5	HR	7.07571	7.42949	7.80097	8.19101	8.60056
6	ANN	14,791.06	15,530.61	16,307.15	17,122.49	17,978.63
6	MO	1,232.59	1,294.22	1,358.93	1,426.87	1,498.22
6	HR	7.11109	7.46664	7.83998	8.23197	8.64357
7	ANN	14,865.00	15,608.26	16,388.68	17,208.11	18,068.52
7	MO	1,238.75	1,300.69	1,365.72	1,434.01	1,505.71
7	HR	7.14663	7.50397	7.87917	8.27313	8.68679
8	ANN	14,939.33	15,686.31	16,470.62	17,294.15	18,158.86
8	MO	1,244.94	1,307.19	1,372.55	1,441.18	1,513.24
8	HR	7.18237	7.54150	7.91857	8.31450	8.73022
9	ANN	15,014.04	15,764.74	16,552.98	17,380.62	18,249.65
9	MO	1,251.17	1,313.73	1,379.41	1,448.39	1,520.80
9	HR	7.21829	7.57920	7.95816	8.35607	8.77387
10	ANN	15,089.11	15,843.57	16,635.74	17,467.53	18,340.91
10	MO	1,257.43	1,320.30	1,386.31	1,455.63	1,528.41
10	HR	7.25438	7.61710	7.99795	8.39785	8.81775
11	ANN	15,164.55	15,922.78	16,718.92	17,554.87	18,432.62
11	MO	1,263.71	1,326.90	1,393.24	1,462.91	1,536.05
11	HR	7.29065	7.65518	8.03794	8.43984	8.86184
12	ANN	15,240.39	16,002.40	16,802.52	17,642.65	18,524.77
12	MO	1,270.03	1,333.53	1,400.21	1,470.22	1,543.73
12	HR	7.32711	7.69346	8.07813	8.48204	8.90614
13	ANN	15,316.58	16,082.40	16,886.53	17,730.86	18,617.39
13	MO	1,276.38	1,340.20	1,407.21	1,477.57	1,551.45

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
13	HR	7.36374	7.73192	8.11852	8.52445	8.95067
14	ANN	15,393.15	16,162.83	16,970.97	17,819.52	18,710.48
14	MO	1,282.76	1,346.90	1,414.25	1,484.96	1,559.21
14	HR	7.40055	7.77059	8.15912	8.56708	8.99542
15	ANN	15,470.12	16,243.64	17,055.81	17,908.61	18,804.04
15	MO	1,289.18	1,353.64	1,421.32	1,492.38	1,567.00
15	HR	7.43756	7.80944	8.19991	8.60991	9.04040
16	ANN	15,547.48	16,324.85	17,141.10	17,998.15	18,898.06
16	MO	1,295.62	1,360.40	1,428.42	1,499.85	1,574.84
16	HR	7.47475	7.84849	8.24091	8.65296	9.08561
17	ANN	15,625.20	16,406.48	17,226.80	18,088.14	18,992.55
17	MO	1,302.10	1,367.21	1,435.57	1,507.34	1,582.71
17	HR	7.51212	7.88773	8.28212	8.69622	9.13103
18	ANN	15,703.33	16,488.51	17,312.94	18,178.58	19,087.52
18	MO	1,308.61	1,374.04	1,442.75	1,514.88	1,590.63
18	HR	7.54968	7.92717	8.32353	8.73970	9.17669
19	ANN	15,781.85	16,570.96	17,399.50	18,269.48	19,182.94
19	MO	1,315.15	1,380.91	1,449.96	1,522.46	1,598.58
19	HR	7.58743	7.96681	8.36514	8.78340	9.22257
20	ANN	15,860.78	16,653.81	17,486.49	18,360.83	19,278.87
20	MO	1,321.73	1,387.82	1,457.21	1,530.07	1,606.57
20	HR	7.62538	8.00664	8.40697	8.82732	9.26869
21	ANN	15,940.06	16,737.08	17,573.93	18,452.62	19,375.27
21	MO	1,328.34	1,394.76	1,464.49	1,537.72	1,614.61
21	HR	7.66349	8.04667	8.44900	8.87145	9.31503
22	ANN	16,019.78	16,820.76	17,661.80	18,544.89	19,472.13
22	MO	1,334.98	1,401.73	1,471.82	1,545.41	1,622.68
22	HR	7.70182	8.08690	8.49125	8.91581	9.36160
23	ANN	16,099.87	16,904.86	17,750.12	18,637.62	19,569.49
23	MO	1,341.66	1,408.74	1,479.18	1,553.13	1,630.79
23	HR	7.74032	8.12734	8.53371	8.96039	9.40841
24	ANN	16,180.36	16,989.39	17,838.85	18,730.81	19,667.35
24	MO	1,348.36	1,415.78	1,486.57	1,560.90	1,638.95
24	HR	7.77902	8.16798	8.57637	9.00520	9.45546
25	ANN	16,261.28	17,074.34	17,928.06	18,824.45	19,765.69
25	MO	1,355.11	1,422.86	1,494.01	1,568.70	1,647.14
25	HR	7.81792	8.20882	8.61926	9.05022	9.50274
26	ANN	16,342.57	17,159.72	18,017.70	18,918.58	19,864.50

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
26	MO	1,361.88	1,429.98	1,501.48	1,576.55	1,655.37
26	HR	7.85700	8.24987	8.66236	9.09547	9.55024
27	ANN	16,424.30	17,245.51	18,107.79	19,013.18	19,963.83
27	MO	1,368.69	1,437.13	1,508.98	1,584.43	1,663.65
27	HR	7.89630	8.29111	8.70567	9.14095	9.59800
28	ANN	16,506.41	17,331.74	18,198.33	19,108.23	20,063.66
28	MO	1,375.53	1,444.31	1,516.53	1,592.35	1,671.97
28	HR	7.93577	8.33257	8.74920	9.18665	9.64599
29	ANN	16,588.95	17,418.40	18,289.31	19,203.79	20,163.96
29	MO	1,382.41	1,451.53	1,524.11	1,600.32	1,680.33
29	HR	7.97546	8.37423	8.79294	9.23259	9.69421
30	ANN	16,671.89	17,505.48	18,380.76	19,299.80	20,264.78
30	MO	1,389.32	1,458.79	1,531.73	1,608.32	1,688.73
30	HR	8.01533	8.41610	8.83690	9.27875	9.74268
31	ANN	16,755.25	17,593.02	18,472.66	19,396.30	20,366.10
31	MO	1,396.27	1,466.08	1,539.39	1,616.36	1,697.17
31	HR	8.05541	8.45818	8.88109	9.32514	9.79139
32	ANN	16,839.04	17,680.97	18,565.04	19,493.28	20,467.96
32	MO	1,403.25	1,473.41	1,547.09	1,624.44	1,705.66
32	HR	8.09569	8.50047	8.92550	9.37177	9.84037
33	ANN	16,923.21	17,769.38	18,657.85	19,590.75	20,570.28
33	MO	1,410.27	1,480.78	1,554.82	1,632.56	1,714.19
33	HR	8.13616	8.54297	8.97012	9.41863	9.88956
34	ANN	17,007.84	17,858.24	18,751.15	19,688.69	20,673.14
34	MO	1,417.32	1,488.19	1,562.60	1,640.72	1,722.76
34	HR	8.17685	8.58569	9.01498	9.46572	9.93901
35	ANN	17,092.88	17,947.52	18,844.90	19,787.15	20,776.50
35	MO	1,424.41	1,495.63	1,570.41	1,648.93	1,731.37
35	HR	8.21773	8.62862	9.06005	9.51305	9.98870
36	ANN	17,178.34	18,037.26	18,939.13	19,886.08	20,880.39
36	MO	1,431.53	1,503.11	1,578.26	1,657.17	1,740.03
36	HR	8.25882	8.67176	9.10535	9.56062	10.03865
37	ANN	17,264.23	18,127.43	19,033.82	19,985.51	20,984.79
37	MO	1,438.69	1,510.62	1,586.15	1,665.46	1,748.73
37	HR	8.30011	8.71511	9.15088	9.60842	10.08884
38	ANN	17,350.55	18,218.08	19,128.99	20,085.44	21,089.71
38	MO	1,445.88	1,518.17	1,594.08	1,673.79	1,757.48
38	HR	8.34161	8.75869	9.19663	9.65646	10.13928

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
39	ANN	17,437.30	18,309.18	19,224.62	20,185.88	21,195.16
39	MO	1,453.11	1,525.76	1,602.05	1,682.16	1,766.26
39	HR	8.38332	8.80249	9.24261	9.70475	10.18998
40	ANN	17,524.50	18,400.72	19,320.76	20,286.79	21,301.14
40	MO	1,460.37	1,533.39	1,610.06	1,690.57	1,775.09
40	HR	8.42524	8.84650	9.28883	9.75326	10.24093
41	ANN	17,612.12	18,492.73	19,417.36	20,388.22	21,407.65
41	MO	1,467.68	1,541.06	1,618.11	1,699.02	1,783.97
41	HR	8.46737	8.89074	9.33527	9.80203	10.29214
42	ANN	17,700.18	18,585.19	19,514.45	20,490.17	21,514.68
42	MO	1,475.01	1,548.77	1,626.20	1,707.51	1,792.89
42	HR	8.50970	8.93519	9.38195	9.85104	10.34360
43	ANN	17,788.67	18,678.11	19,612.02	20,592.62	21,622.24
43	MO	1,482.39	1,556.51	1,634.34	1,716.05	1,801.85
43	HR	8.55225	8.97986	9.42886	9.90030	10.39531
44	ANN	17,877.62	18,771.49	19,710.08	20,695.58	21,730.37
44	MO	1,489.80	1,564.29	1,642.51	1,724.63	1,810.86
44	HR	8.59501	9.02475	9.47600	9.94980	10.44729
45	ANN	17,967.01	18,865.35	19,808.63	20,799.06	21,839.01
45	MO	1,497.25	1,572.11	1,650.72	1,733.26	1,819.92
45	HR	8.63799	9.06988	9.52338	9.99955	10.49952
46	ANN	18,056.84	18,959.68	19,907.67	20,903.06	21,948.21
46	MO	1,504.74	1,579.97	1,658.97	1,741.92	1,829.02
46	HR	8.68117	9.11523	9.57100	10.04955	10.55202
47	ANN	18,147.13	19,054.48	20,007.20	21,007.57	22,057.95
47	MO	1,512.26	1,587.87	1,667.27	1,750.63	1,838.16
47	HR	8.72458	9.16081	9.61885	10.09979	10.60478
48	ANN	18,237.87	19,149.76	20,107.24	21,112.60	22,168.25
48	MO	1,519.82	1,595.81	1,675.60	1,759.38	1,847.35
48	HR	8.76821	9.20662	9.66694	10.15029	10.65781
49	ANN	18,329.05	19,245.51	20,207.78	21,218.18	22,279.07
49	MO	1,527.42	1,603.79	1,683.98	1,768.18	1,856.59
49	HR	8.81204	9.25265	9.71528	10.20105	10.71109
50	ANN	18,420.69	19,341.74	20,308.82	21,324.26	22,390.47
50	MO	1,535.06	1,611.81	1,692.40	1,777.02	1,865.87
50	HR	8.85610	9.29891	9.76386	10.25205	10.76465
51	ANN	18,512.80	19,438.44	20,410.37	21,430.88	22,502.44
51	MO	1,542.73	1,619.87	1,700.86	1,785.91	1,875.20

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
51	HR	8.90038	9.34540	9.81268	10.30331	10.81848
52	ANN	18,605.37	19,535.64	20,512.42	21,538.04	22,614.95
52	MO	1,550.45	1,627.97	1,709.37	1,794.84	1,884.58
52	HR	8.94489	9.39213	9.86174	10.35483	10.87257
53	ANN	18,698.40	19,633.32	20,614.98	21,645.73	22,728.02
53	MO	1,558.20	1,636.11	1,717.92	1,803.81	1,894.00
53	HR	8.98962	9.43910	9.91105	10.40660	10.92693
54	ANN	18,791.90	19,731.49	20,718.05	21,753.95	22,841.65
54	MO	1,565.99	1,644.29	1,726.50	1,812.83	1,903.47
54	HR	9.03457	9.48629	9.96060	10.45863	10.98156
55	ANN	18,885.85	19,830.14	20,821.65	21,862.74	22,955.87
55	MO	1,573.82	1,652.51	1,735.14	1,821.89	1,912.99
55	HR	9.07974	9.53372	10.01041	10.51093	11.03648
56	ANN	18,980.28	19,929.28	20,925.76	21,972.05	23,070.65
56	MO	1,581.69	1,660.77	1,743.81	1,831.00	1,922.55
56	HR	9.12513	9.58138	10.06046	10.56349	11.09166
57	ANN	19,075.19	20,028.94	21,030.39	22,081.90	23,185.99
57	MO	1,589.60	1,669.08	1,752.53	1,840.16	1,932.17
57	HR	9.17076	9.62930	10.11076	10.61630	11.14711
58	ANN	19,170.55	20,129.08	21,135.53	22,192.31	23,301.92
58	MO	1,597.55	1,677.42	1,761.29	1,849.36	1,941.83
58	HR	9.21661	9.67744	10.16131	10.66938	11.20285
59	ANN	19,266.41	20,229.73	21,241.22	22,303.27	23,418.44
59	MO	1,605.53	1,685.81	1,770.10	1,858.61	1,951.54
59	HR	9.26270	9.72583	10.21213	10.72273	11.25887
60	ANN	19,362.74	20,330.88	21,347.42	22,414.78	23,535.53
60	MO	1,613.56	1,694.24	1,778.95	1,867.90	1,961.29
60	HR	9.30901	9.77446	10.26318	10.77634	11.31516
61	ANN	19,459.55	20,432.52	21,454.15	22,526.87	23,653.22
61	MO	1,621.63	1,702.71	1,787.85	1,877.24	1,971.10
61	HR	9.35555	9.82333	10.31450	10.83023	11.37174
62	ANN	19,556.85	20,534.70	21,561.43	22,639.50	23,771.48
62	MO	1,629.74	1,711.22	1,796.79	1,886.63	1,980.96
62	HR	9.40233	9.87245	10.36607	10.88438	11.42860
63	ANN	19,654.63	20,637.36	21,669.23	22,752.68	23,890.32
63	MO	1,637.89	1,719.78	1,805.77	1,896.06	1,990.86
63	HR	9.44934	9.92181	10.41790	10.93879	11.48573
64	ANN	19,752.91	20,740.55	21,777.57	22,866.47	24,009.79

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
64	MO	1,646.08	1,728.38	1,814.80	1,905.54	2,000.82
64	HR	9.49659	9.97142	10.46999	10.99350	11.54317
65	ANN	19,851.67	20,844.26	21,886.47	22,980.79	24,129.83
65	MO	1,654.31	1,737.02	1,823.87	1,915.07	2,010.82
65	HR	9.54407	10.02128	10.52234	11.04846	11.60088
66	ANN	19,950.93	20,948.47	21,995.91	23,095.70	24,250.49
66	MO	1,662.58	1,745.71	1,832.99	1,924.64	2,020.87
66	HR	9.59179	10.07138	10.57496	11.10370	11.65889
67	ANN	20,050.68	21,053.21	22,105.88	23,211.18	24,371.74
67	MO	1,670.89	1,754.43	1,842.16	1,934.26	2,030.98
67	HR	9.63975	10.12174	10.62783	11.15922	11.71718
68	ANN	20,150.94	21,158.49	22,216.40	23,327.24	24,493.61
68	MO	1,679.24	1,763.21	1,851.37	1,943.94	2,041.13
68	HR	9.68795	10.17235	10.68096	11.21502	11.77577
69	ANN	20,251.69	21,264.29	22,327.50	23,443.87	24,616.06
69	MO	1,687.64	1,772.02	1,860.63	1,953.66	2,051.34
69	HR	9.73639	10.22322	10.73438	11.27109	11.83464
70	ANN	20,352.95	21,370.60	22,439.13	23,561.09	24,739.13
70	MO	1,696.08	1,780.88	1,869.93	1,963.42	2,061.59
70	HR	9.78507	10.27433	10.78804	11.32745	11.89381
71	ANN	20,454.72	21,477.45	22,551.32	23,678.89	24,862.84
71	MO	1,704.56	1,789.79	1,879.28	1,973.24	2,071.90
71	HR	9.83400	10.32570	10.84198	11.38408	11.95329
72	ANN	20,556.99	21,584.84	22,664.08	23,797.29	24,987.15
72	MO	1,713.08	1,798.74	1,888.67	1,983.11	2,082.26
72	HR	9.88317	10.37733	10.89619	11.44100	12.01305
73	ANN	20,659.78	21,692.76	22,777.41	23,916.27	25,112.09
73	MO	1,721.65	1,807.73	1,898.12	1,993.02	2,092.67
73	HR	9.93259	10.42921	10.95068	11.49821	12.07312
74	ANN	20,763.08	21,801.23	22,891.28	24,035.86	25,237.65
74	MO	1,730.26	1,816.77	1,907.61	2,002.99	2,103.14
74	HR	9.98225	10.48136	11.00542	11.55570	12.13349
75	ANN	20,866.89	21,910.24	23,005.76	24,156.04	25,363.84
75	MO	1,738.91	1,825.85	1,917.15	2,013.00	2,113.65
75	HR	10.03216	10.53377	11.06046	11.61348	12.19415
76	ANN	20,971.23	22,019.79	23,120.77	24,276.81	25,490.65
76	MO	1,747.60	1,834.98	1,926.73	2,023.07	2,124.22
76	HR	10.08232	10.58644	11.11575	11.67154	12.25512

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
77	ANN	21,076.09	22,129.87	23,236.38	24,398.20	25,618.10
77	MO	1,756.34	1,844.16	1,936.37	2,033.18	2,134.84
77	HR	10.13274	10.63936	11.17134	11.72990	12.31639
78	ANN	21,181.46	22,240.54	23,352.56	24,520.19	25,746.21
78	MO	1,765.12	1,853.38	1,946.05	2,043.35	2,145.52
78	HR	10.18339	10.69257	11.22719	11.78855	12.37799
79	ANN	21,287.36	22,351.74	23,469.33	24,642.79	25,874.94
79	MO	1,773.95	1,862.65	1,955.78	2,053.57	2,156.25
79	HR	10.23431	10.74603	11.28333	11.84750	12.43988
80	ANN	21,393.81	22,463.49	23,586.67	24,766.00	26,004.31
80	MO	1,782.82	1,871.96	1,965.56	2,063.83	2,167.03
80	HR	10.28549	10.79975	11.33975	11.90673	12.50207
81	ANN	21,500.77	22,575.81	23,704.62	24,889.85	26,134.32
81	MO	1,791.73	1,881.32	1,975.38	2,074.15	2,177.86
81	HR	10.33691	10.85375	11.39645	11.96627	12.56458
82	ANN	21,608.27	22,688.69	23,823.13	25,014.28	26,265.00
82	MO	1,800.69	1,890.72	1,985.26	2,084.52	2,188.75
82	HR	10.38859	10.90802	11.45343	12.02610	12.62740
83	ANN	21,716.32	22,802.14	23,942.25	25,139.36	26,396.33
83	MO	1,809.69	1,900.18	1,995.19	2,094.95	2,199.69
83	HR	10.44054	10.96257	11.51070	12.08623	12.69054
84	ANN	21,824.90	22,916.14	24,061.95	25,265.05	26,528.31
84	MO	1,818.74	1,909.68	2,005.16	2,105.42	2,210.69
84	HR	10.49274	11.01738	11.56825	12.14666	12.75400
85	ANN	21,934.02	23,030.73	24,182.25	25,391.38	26,660.95
85	MO	1,827.83	1,919.23	2,015.19	2,115.95	2,221.75
85	HR	10.54520	11.07247	11.62608	12.20739	12.81776
86	ANN	22,043.70	23,145.87	24,303.17	25,518.34	26,794.25
86	MO	1,836.97	1,928.82	2,025.26	2,126.53	2,232.85
86	HR	10.59793	11.12782	11.68422	12.26843	12.88185
87	ANN	22,153.92	23,261.61	24,424.68	25,645.92	26,928.22
87	MO	1,846.16	1,938.47	2,035.39	2,137.16	2,244.02
87	HR	10.65092	11.18347	11.74263	12.32977	12.94626
88	ANN	22,264.68	23,377.92	24,546.82	25,774.16	27,062.87
88	MO	1,855.39	1,948.16	2,045.57	2,147.85	2,255.24
88	HR	10.70417	11.23938	11.80136	12.39142	13.01100
89	ANN	22,376.01	23,494.80	24,669.56	25,903.03	27,198.18
89	MO	1,864.67	1,957.90	2,055.80	2,158.59	2,266.52

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

			5%	5%	5%	5%
RANGE		A	B	C	D	E
89	HR	10.75770	11.29558	11.86037	12.45338	13.07605
90	ANN	22,487.89	23,612.29	24,792.89	26,032.54	27,334.16
90	MO	1,873.99	1,967.69	2,066.07	2,169.38	2,277.85
90	HR	10.81149	11.35206	11.91966	12.51564	13.14142
91	ANN	22,600.33	23,730.35	24,916.86	26,162.72	27,470.84
91	MO	1,883.36	1,977.53	2,076.41	2,180.23	2,289.24
91	HR	10.86554	11.40882	11.97926	12.57823	13.20713
92	ANN	22,713.33	23,848.99	25,041.46	26,293.52	27,608.19
92	MO	1,892.78	1,987.42	2,086.79	2,191.13	2,300.68
92	HR	10.91987	11.46586	12.03916	12.64112	13.27317
93	ANN	22,826.89	23,968.23	25,166.65	26,424.98	27,746.24
93	MO	1,902.24	1,997.35	2,097.22	2,202.08	2,312.19
93	HR	10.97447	11.52319	12.09935	12.70432	13.33954
94	ANN	22,941.04	24,088.08	25,292.48	26,557.10	27,884.97
94	MO	1,911.75	2,007.34	2,107.71	2,213.09	2,323.75
94	HR	11.02935	11.58081	12.15985	12.76784	13.40624
95	ANN	23,055.74	24,208.52	25,418.95	26,689.89	28,024.40
95	MO	1,921.31	2,017.38	2,118.25	2,224.16	2,335.37
95	HR	11.08449	11.63871	12.22065	12.83168	13.47327
96	ANN	23,171.02	24,329.57	25,546.03	26,823.35	28,164.52
96	MO	1,930.92	2,027.46	2,128.84	2,235.28	2,347.04
96	HR	11.13991	11.69691	12.28175	12.89584	13.54063
97	ANN	23,286.86	24,451.21	25,673.77	26,957.46	28,305.33
97	MO	1,940.57	2,037.60	2,139.48	2,246.46	2,358.78
97	HR	11.19561	11.75539	12.34316	12.96032	13.60833
98	ANN	23,403.30	24,573.47	25,802.14	27,092.26	28,446.87
98	MO	1,950.28	2,047.79	2,150.18	2,257.69	2,370.57
98	HR	11.25159	11.81417	12.40488	13.02513	13.67638
99	ANN	23,520.32	24,696.33	25,931.16	27,227.72	28,589.10
99	MO	1,960.03	2,058.03	2,160.93	2,268.98	2,382.43
99	HR	11.30785	11.87324	12.46690	13.09025	13.74476
100	ANN	23,637.92	24,819.82	26,060.80	27,363.85	28,732.04
100	MO	1,969.83	2,068.32	2,171.73	2,280.32	2,394.34
100	HR	11.36438	11.93261	12.52923	13.15570	13.81348
101	ANN	23,756.11	24,943.92	26,191.10	27,500.67	28,875.70
101	MO	1,979.68	2,078.66	2,182.59	2,291.72	2,406.31
101	HR	11.42121	11.99227	12.59188	13.22148	13.88255
102	ANN	23,874.89	25,068.64	26,322.07	27,638.17	29,020.09

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
102	MO	1,989.57	2,089.05	2,193.51	2,303.18	2,418.34
102	HR	11.47831	12.05223	12.65484	13.28758	13.95197
103	ANN	23,994.27	25,193.97	26,453.68	27,776.36	29,165.19
103	MO	1,999.52	2,099.50	2,204.47	2,314.70	2,430.43
103	HR	11.53571	12.11249	12.71812	13.35402	14.02173
104	ANN	24,114.23	25,319.95	26,585.95	27,915.25	29,311.01
104	MO	2,009.52	2,110.00	2,215.50	2,326.27	2,442.58
104	HR	11.59338	12.17305	12.78171	13.42079	14.09183
105	ANN	24,234.81	25,446.56	26,718.88	28,054.82	29,457.56
105	MO	2,019.57	2,120.55	2,226.57	2,337.90	2,454.80
105	HR	11.65135	12.23392	12.84562	13.48789	14.16229
106	ANN	24,355.98	25,573.77	26,852.47	28,195.10	29,604.85
106	MO	2,029.67	2,131.15	2,237.71	2,349.59	2,467.07
106	HR	11.70961	12.29508	12.90984	13.55534	14.23310
107	ANN	24,477.77	25,701.66	26,986.74	28,336.07	29,752.88
107	MO	2,039.81	2,141.81	2,248.89	2,361.34	2,479.41
107	HR	11.76816	12.35657	12.97439	13.62311	14.30427
108	ANN	24,600.15	25,830.14	27,121.67	28,477.76	29,901.65
108	MO	2,050.01	2,152.51	2,260.14	2,373.15	2,491.80
108	HR	11.82700	12.41834	13.03926	13.69123	14.37579
109	ANN	24,723.15	25,959.31	27,257.27	28,620.14	30,051.14
109	MO	2,060.26	2,163.28	2,271.44	2,385.01	2,504.26
109	HR	11.88613	12.48044	13.10446	13.75968	14.44766
110	ANN	24,846.76	26,089.10	27,393.58	28,763.25	30,201.41
110	MO	2,070.56	2,174.09	2,282.80	2,396.94	2,516.78
110	HR	11.94556	12.54284	13.16999	13.82849	14.51991
111	ANN	24,971.00	26,219.55	27,530.53	28,907.06	30,352.40
111	MO	2,080.92	2,184.96	2,294.21	2,408.92	2,529.37
111	HR	12.00529	12.60555	13.23583	13.89763	14.59250
112	ANN	25,095.85	26,350.66	27,668.18	29,051.60	30,504.16
112	MO	2,091.32	2,195.89	2,305.68	2,420.97	2,542.01
112	HR	12.06531	12.66859	13.30201	13.96712	14.66546
113	ANN	25,221.34	26,482.40	27,806.52	29,196.85	30,656.68
113	MO	2,101.78	2,206.87	2,317.21	2,433.07	2,554.72
113	HR	12.12564	12.73192	13.36852	14.03695	14.73879
114	ANN	25,347.45	26,614.81	27,945.55	29,342.83	30,809.97
114	MO	2,112.29	2,217.90	2,328.80	2,445.24	2,567.50
114	HR	12.18627	12.79558	13.43536	14.10713	14.81249

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
115	ANN	25,474.18	26,747.89	28,085.28	29,489.55	30,964.03
115	MO	2,122.85	2,228.99	2,340.44	2,457.46	2,580.34
115	HR	12.24720	12.85956	13.50254	14.17767	14.88655
116	ANN	25,601.54	26,881.62	28,225.72	29,637.00	31,118.85
116	MO	2,133.46	2,240.14	2,352.14	2,469.75	2,593.24
116	HR	12.30843	12.92386	13.57006	14.24856	14.96099
117	ANN	25,729.55	27,016.04	28,366.83	29,785.18	31,274.44
117	MO	2,144.13	2,251.34	2,363.90	2,482.10	2,606.20
117	HR	12.36998	12.98848	13.63790	14.31980	15.03579
118	ANN	25,858.22	27,151.12	28,508.67	29,934.11	31,430.81
118	MO	2,154.85	2,262.59	2,375.72	2,494.51	2,619.23
118	HR	12.43184	13.05342	13.70609	14.39140	15.11097
119	ANN	25,987.51	27,286.88	28,651.22	30,083.78	31,587.96
119	MO	2,165.63	2,273.91	2,387.60	2,506.98	2,632.33
119	HR	12.49400	13.11869	13.77463	14.46336	15.18652
120	ANN	26,117.44	27,423.30	28,794.47	30,234.20	31,745.91
120	MO	2,176.45	2,285.28	2,399.54	2,519.52	2,645.49
120	HR	12.55646	13.18428	13.84350	14.53567	15.26246
121	ANN	26,248.03	27,560.43	28,938.46	30,385.38	31,904.64
121	MO	2,187.34	2,296.70	2,411.54	2,532.12	2,658.72
121	HR	12.61925	13.25021	13.91272	14.60836	15.33877
122	ANN	26,379.26	27,698.22	29,083.13	30,537.29	32,064.16
122	MO	2,198.27	2,308.18	2,423.59	2,544.77	2,672.01
122	HR	12.68234	13.31645	13.98227	14.68139	15.41546
123	ANN	26,511.16	27,836.71	29,228.56	30,689.98	32,224.47
123	MO	2,209.26	2,319.73	2,435.71	2,557.50	2,685.37
123	HR	12.74575	13.38303	14.05219	14.75480	15.49253
124	ANN	26,643.72	27,975.90	29,374.71	30,843.44	32,385.60
124	MO	2,220.31	2,331.32	2,447.89	2,570.29	2,698.80
124	HR	12.80948	13.44995	14.12246	14.82858	15.57000
125	ANN	26,776.94	28,115.78	29,521.58	30,997.65	32,547.54
125	MO	2,231.41	2,342.98	2,460.13	2,583.14	2,712.30
125	HR	12.87353	13.51720	14.19307	14.90272	15.64786
126	ANN	26,910.81	28,256.36	29,669.18	31,152.63	32,710.27
126	MO	2,242.57	2,354.70	2,472.43	2,596.05	2,725.86
126	HR	12.93789	13.58479	14.26403	14.97723	15.72609
127	ANN	27,045.37	28,397.65	29,817.52	31,308.40	32,873.83
127	MO	2,253.78	2,366.47	2,484.79	2,609.03	2,739.49

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
127	HR	13.00258	13.65272	14.33535	15.05212	15.80473
128	ANN	27,180.60	28,539.63	29,966.61	31,464.96	33,038.20
128	MO	2,265.05	2,378.30	2,497.22	2,622.08	2,753.18
128	HR	13.06760	13.72098	14.40702	15.12738	15.88375
129	ANN	27,316.50	28,682.33	30,116.45	31,622.28	33,203.38
129	MO	2,276.37	2,390.19	2,509.70	2,635.19	2,766.95
129	HR	13.13293	13.78958	14.47906	15.20302	15.96316
130	ANN	27,453.08	28,825.74	30,267.03	31,780.38	33,369.40
130	MO	2,287.76	2,402.15	2,522.25	2,648.37	2,780.78
130	HR	13.19860	13.85853	14.55146	15.27903	16.04298
131	ANN	27,590.35	28,969.86	30,418.35	31,939.28	33,536.25
131	MO	2,299.20	2,414.16	2,534.86	2,661.61	2,794.69
131	HR	13.26459	13.92782	14.62421	15.35542	16.12320
132	ANN	27,728.31	29,114.72	30,570.46	32,098.98	33,703.93
132	MO	2,310.69	2,426.23	2,547.54	2,674.91	2,808.66
132	HR	13.33092	13.99746	14.69734	15.43220	16.20381
133	ANN	27,866.95	29,260.29	30,723.31	32,259.48	33,872.46
133	MO	2,322.25	2,438.36	2,560.28	2,688.29	2,822.71
133	HR	13.39757	14.06745	14.77082	15.50937	16.28484
134	ANN	28,006.28	29,406.59	30,876.93	32,420.77	34,041.81
134	MO	2,333.86	2,450.55	2,573.08	2,701.73	2,836.82
134	HR	13.46456	14.13778	14.84468	15.58691	16.36625
135	ANN	28,146.31	29,553.62	31,031.31	32,582.88	34,212.02
135	MO	2,345.53	2,462.80	2,585.94	2,715.24	2,851.00
135	HR	13.53188	14.20847	14.91890	15.66485	16.44809
136	ANN	28,287.05	29,701.39	31,186.48	32,745.78	34,383.08
136	MO	2,357.25	2,475.12	2,598.87	2,728.81	2,865.26
136	HR	13.59954	14.27951	14.99350	15.74316	16.53033
137	ANN	28,428.47	29,849.90	31,342.40	32,909.51	34,554.98
137	MO	2,369.04	2,487.49	2,611.87	2,742.46	2,879.58
137	HR	13.66753	14.35091	15.06846	15.82188	16.61297
138	ANN	28,570.61	29,999.16	31,499.11	33,074.06	34,727.76
138	MO	2,380.88	2,499.93	2,624.93	2,756.17	2,893.98
138	HR	13.73587	14.42267	15.14380	15.90099	16.69604
139	ANN	28,713.47	30,149.16	31,656.62	33,239.44	34,901.40
139	MO	2,392.79	2,512.43	2,638.05	2,769.95	2,908.45
139	HR	13.80455	14.49479	15.21953	15.98050	16.77952
140	ANN	28,857.04	30,299.89	31,814.89	33,405.63	35,075.92

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
140	MO	2,404.75	2,524.99	2,651.24	2,783.80	2,922.99
140	HR	13.87358	14.56725	15.29562	16.06040	16.86342
141	ANN	29,001.33	30,451.40	31,973.97	33,572.66	35,251.29
141	MO	2,416.78	2,537.62	2,664.50	2,797.72	2,937.61
141	HR	13.94295	14.64010	15.37210	16.14070	16.94774
142	ANN	29,146.34	30,603.65	32,133.83	33,740.52	35,427.56
142	MO	2,428.86	2,550.30	2,677.82	2,811.71	2,952.30
142	HR	14.01266	14.71329	15.44896	16.22140	17.03248
143	ANN	29,292.06	30,756.67	32,294.50	33,909.23	35,604.69
143	MO	2,441.00	2,563.06	2,691.21	2,825.77	2,967.06
143	HR	14.08272	14.78686	15.52620	16.30251	17.11764
144	ANN	29,438.52	30,910.45	32,455.98	34,078.78	35,782.72
144	MO	2,453.21	2,575.87	2,704.67	2,839.90	2,981.89
144	HR	14.15313	14.86079	15.60384	16.38403	17.20323
145	ANN	29,585.71	31,065.00	32,618.26	34,249.18	35,961.64
145	MO	2,465.48	2,588.75	2,718.19	2,854.10	2,996.80
145	HR	14.22390	14.93510	15.68186	16.46595	17.28925
146	ANN	29,733.65	31,220.32	32,781.35	34,420.40	36,141.44
146	MO	2,477.80	2,601.69	2,731.78	2,868.37	3,011.79
146	HR	14.29502	15.00977	15.76026	16.54827	17.37569
147	ANN	29,882.32	31,376.43	32,945.25	34,592.52	36,322.14
147	MO	2,490.19	2,614.70	2,745.44	2,882.71	3,026.85
147	HR	14.36650	15.08482	15.83906	16.63102	17.46257
148	ANN	30,031.72	31,533.32	33,109.98	34,765.47	36,503.76
148	MO	2,502.64	2,627.78	2,759.17	2,897.12	3,041.98
148	HR	14.43833	15.16025	15.91826	16.71417	17.54988
149	ANN	30,181.87	31,690.98	33,275.53	34,939.31	36,686.28
149	MO	2,515.16	2,640.92	2,772.96	2,911.61	3,057.19
149	HR	14.51051	15.23605	15.99785	16.79775	17.63763
150	ANN	30,332.78	31,849.44	33,441.91	35,114.01	36,869.71
150	MO	2,527.73	2,654.12	2,786.83	2,926.17	3,072.48
150	HR	14.58307	15.31223	16.07784	16.88174	17.72582
151	ANN	30,484.46	32,008.68	33,609.11	35,289.57	37,054.05
151	MO	2,540.37	2,667.39	2,800.76	2,940.80	3,087.84
151	HR	14.65599	15.38879	16.15823	16.96614	17.81445
152	ANN	30,636.89	32,168.72	33,777.17	35,466.03	37,239.33
152	MO	2,553.07	2,680.73	2,814.76	2,955.50	3,103.28
152	HR	14.72927	15.46573	16.23902	17.05098	17.90352

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
153	ANN	30,790.07	32,329.58	33,946.04	35,643.35	37,425.52
153	MO	2,565.84	2,694.13	2,828.84	2,970.28	3,118.79
153	HR	14.80292	15.54307	16.32021	17.13623	17.99304
154	ANN	30,944.01	32,491.22	34,115.78	35,821.57	37,612.64
154	MO	2,578.67	2,707.60	2,842.98	2,985.13	3,134.39
154	HR	14.87693	15.62078	16.40182	17.22191	18.08300
155	ANN	31,098.74	32,653.68	34,286.36	36,000.68	37,800.71
155	MO	2,591.56	2,721.14	2,857.20	3,000.06	3,150.06
155	HR	14.95132	15.69888	16.48383	17.30802	18.17342
156	ANN	31,254.24	32,816.94	34,457.79	36,180.69	37,989.71
156	MO	2,604.52	2,734.75	2,871.48	3,015.06	3,165.81
156	HR	15.02608	15.77738	16.56625	17.39456	18.26428
157	ANN	31,410.50	32,981.02	34,630.09	36,361.59	38,179.66
157	MO	2,617.54	2,748.42	2,885.84	3,030.13	3,181.64
157	HR	15.10120	15.85626	16.64908	17.48153	18.35561
158	ANN	31,567.56	33,145.93	34,803.23	36,543.40	38,370.57
158	MO	2,630.63	2,762.16	2,900.27	3,045.28	3,197.55
158	HR	15.17671	15.93554	16.73232	17.56894	18.44739
159	ANN	31,725.39	33,311.66	34,977.24	36,726.12	38,562.42
159	MO	2,643.78	2,775.97	2,914.77	3,060.51	3,213.54
159	HR	15.25259	16.01522	16.81598	17.65679	18.53963
160	ANN	31,884.02	33,478.22	35,152.13	36,909.75	38,755.23
160	MO	2,657.00	2,789.85	2,929.34	3,075.81	3,229.60
160	HR	15.32886	16.09530	16.90006	17.74507	18.63232
161	ANN	32,043.44	33,645.61	35,327.90	37,094.29	38,949.01
161	MO	2,670.29	2,803.80	2,943.99	3,091.19	3,245.75
161	HR	15.40550	16.17577	16.98457	17.83379	18.72549
162	ANN	32,203.66	33,813.84	35,504.53	37,279.76	39,143.77
162	MO	2,683.64	2,817.82	2,958.71	3,106.65	3,261.98
162	HR	15.48253	16.25665	17.06949	17.92296	18.81912
163	ANN	32,364.67	33,982.91	35,682.05	37,466.16	39,339.47
163	MO	2,697.06	2,831.91	2,973.50	3,122.18	3,278.29
163	HR	15.55994	16.33794	17.15483	18.01258	18.91321
164	ANN	32,526.51	34,152.83	35,860.47	37,653.49	39,536.17
164	MO	2,710.54	2,846.07	2,988.37	3,137.79	3,294.68
164	HR	15.63775	16.41963	17.24061	18.10264	19.00777
165	ANN	32,689.12	34,323.58	36,039.77	37,841.75	39,733.85
165	MO	2,724.09	2,860.30	3,003.31	3,153.48	3,311.15

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%	
RANGE		A	B	C	D	E
165	HR	15.71592	16.50172	17.32681	18.19315	19.10281
166	ANN	32,852.57	34,495.20	36,219.96	38,030.97	39,932.52
166	MO	2,737.71	2,874.60	3,018.33	3,169.25	3,327.71
166	HR	15.79450	16.58423	17.41344	18.28412	19.19833
167	ANN	33,016.84	34,667.68	36,401.07	38,221.12	40,132.19
167	MO	2,751.40	2,888.97	3,033.42	3,185.09	3,344.35
167	HR	15.87348	16.66715	17.50051	18.37554	19.29432
168	ANN	33,181.93	34,841.02	36,583.06	38,412.22	40,332.84
168	MO	2,765.16	2,903.42	3,048.59	3,201.02	3,361.07
168	HR	15.95285	16.75049	17.58801	18.46741	19.39079
169	ANN	33,347.84	35,015.23	36,766.00	38,604.29	40,534.51
169	MO	2,778.99	2,917.94	3,063.83	3,217.02	3,377.88
169	HR	16.03262	16.83425	17.67596	18.55975	19.48775
170	ANN	33,514.58	35,190.30	36,949.83	38,797.31	40,737.18
170	MO	2,792.88	2,932.52	3,079.15	3,233.11	3,394.76
170	HR	16.11278	16.91841	17.76434	18.65255	19.58518
171	ANN	33,682.15	35,366.25	37,134.57	38,991.31	40,940.87
171	MO	2,806.85	2,947.19	3,094.55	3,249.28	3,411.74
171	HR	16.19334	17.00300	17.85316	18.74582	19.68311
172	ANN	33,850.56	35,543.09	37,320.24	39,186.25	41,145.57
172	MO	2,820.88	2,961.92	3,110.02	3,265.52	3,428.80
172	HR	16.27431	17.08802	17.94242	18.83954	19.78152
173	ANN	34,019.81	35,720.79	37,506.83	39,382.18	41,351.29
173	MO	2,834.98	2,976.73	3,125.57	3,281.85	3,445.94
173	HR	16.35568	17.17346	18.03213	18.93374	19.88043
174	ANN	34,189.91	35,899.41	37,694.38	39,579.09	41,558.04
174	MO	2,849.16	2,991.62	3,141.20	3,298.26	3,463.17
174	HR	16.43746	17.25933	18.12230	19.02841	19.97983
175	ANN	34,360.85	36,078.90	37,882.85	39,776.99	41,765.84
175	MO	2,863.40	3,006.58	3,156.90	3,314.75	3,480.49
175	HR	16.51964	17.34563	18.21291	19.12355	20.07973
176	ANN	34,532.66	36,259.30	38,072.26	39,975.87	41,974.67
176	MO	2,877.72	3,021.61	3,172.69	3,331.32	3,497.89
176	HR	16.60224	17.43236	18.30397	19.21917	20.18013
177	ANN	34,705.33	36,440.58	38,262.62	40,175.76	42,184.54
177	MO	2,892.11	3,036.72	3,188.55	3,347.98	3,515.38
177	HR	16.68525	17.51951	18.39549	19.31527	20.28103
178	ANN	34,878.85	36,622.80	38,453.93	40,376.64	42,395.47

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RANGE		A	5% B	5% C	5% D	5% E
178	MO	2,906.57	3,051.90	3,204.49	3,364.72	3,532.96
178	HR	16.76868	17.60712	18.48747	19.41185	20.38244
179	ANN	35,053.25	36,805.89	38,646.21	40,578.52	42,607.44
179	MO	2,921.10	3,067.16	3,220.52	3,381.54	3,550.62
179	HR	16.85252	17.69514	18.57991	19.50890	20.48435
180	ANN	35,228.51	36,989.94	38,839.42	40,781.40	42,820.48
180	MO	2,935.71	3,082.50	3,236.62	3,398.45	3,568.37
180	HR	16.93678	17.78363	18.67280	19.60644	20.58677
181	ANN	35,404.65	37,174.91	39,033.64	40,985.31	43,034.59
181	MO	2,950.39	3,097.91	3,252.80	3,415.44	3,586.22
181	HR	17.02147	17.87255	18.76617	19.70448	20.68971
182	ANN	35,581.69	37,360.76	39,228.80	41,190.24	43,249.76
182	MO	2,965.14	3,113.40	3,269.07	3,432.52	3,604.15
182	HR	17.10658	17.96190	18.86000	19.80300	20.79315
183	ANN	35,759.59	37,547.56	39,424.95	41,396.19	43,466.00
183	MO	2,979.97	3,128.96	3,285.41	3,449.68	3,622.17
183	HR	17.19211	18.05171	18.95430	19.90201	20.89712
184	ANN	35,938.38	37,735.31	39,622.08	41,603.18	43,683.34
184	MO	2,994.87	3,144.61	3,301.84	3,466.93	3,640.28
184	HR	17.27807	18.14198	19.04908	20.00153	21.00161
185	ANN	36,118.08	37,923.99	39,820.18	41,811.21	43,901.74
185	MO	3,009.84	3,160.33	3,318.35	3,484.27	3,658.48
185	HR	17.36446	18.23269	19.14432	20.10154	21.10661
186	ANN	36,298.65	38,113.60	40,019.28	42,020.24	44,121.27
186	MO	3,024.89	3,176.13	3,334.94	3,501.69	3,676.77
186	HR	17.45127	18.32385	19.24004	20.20204	21.21215
187	ANN	36,480.16	38,304.17	40,219.38	42,230.36	44,341.87
187	MO	3,040.01	3,192.01	3,351.61	3,519.20	3,695.16
187	HR	17.53854	18.41547	19.33624	20.30306	21.31821
188	ANN	36,662.56	38,495.68	40,420.47	42,441.51	44,563.58
188	MO	3,055.21	3,207.97	3,368.37	3,536.79	3,713.63
188	HR	17.62623	18.50754	19.43292	20.40457	21.42480
189	ANN	36,845.88	38,688.17	40,622.57	42,653.71	44,786.39
189	MO	3,070.49	3,224.01	3,385.21	3,554.48	3,732.20
189	HR	17.71437	18.60008	19.53008	20.50659	21.53192
190	ANN	37,030.11	38,881.60	40,825.69	42,866.98	45,010.33
190	MO	3,085.84	3,240.13	3,402.14	3,572.25	3,750.86
190	HR	17.80294	18.69308	19.62774	20.60913	21.63958

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
191	ANN	37,215.26	39,076.02	41,029.81	43,081.31	45,235.38
191	MO	3,101.27	3,256.34	3,419.15	3,590.11	3,769.62
191	HR	17.89195	18.78655	19.72587	20.71217	21.74778
192	ANN	37,401.33	39,271.39	41,234.98	43,296.73	45,461.56
192	MO	3,116.78	3,272.62	3,436.25	3,608.06	3,788.46
192	HR	17.98141	18.88048	19.82451	20.81574	21.85652
193	ANN	37,588.34	39,467.75	41,441.14	43,513.20	45,688.86
193	MO	3,132.36	3,288.98	3,453.43	3,626.10	3,807.41
193	HR	18.07132	18.97488	19.92363	20.91981	21.96580
194	ANN	37,776.28	39,665.10	41,648.35	43,730.76	45,917.29
194	MO	3,148.02	3,305.43	3,470.70	3,644.23	3,826.44
194	HR	18.16167	19.06976	20.02325	21.02440	22.07562
195	ANN	37,965.17	39,863.43	41,856.58	43,949.43	46,146.89
195	MO	3,163.76	3,321.95	3,488.05	3,662.45	3,845.57
195	HR	18.25249	19.16511	20.12336	21.12953	22.18600
196	ANN	38,154.99	40,062.73	42,065.88	44,169.18	46,377.63
196	MO	3,179.58	3,338.56	3,505.49	3,680.76	3,864.80
196	HR	18.34375	19.26093	20.22398	21.23518	22.29694
197	ANN	38,345.76	40,263.06	42,276.20	44,390.01	46,609.52
197	MO	3,195.48	3,355.25	3,523.02	3,699.17	3,884.13
197	HR	18.43546	19.35724	20.32510	21.34135	22.40842
198	ANN	38,537.49	40,464.37	42,487.58	44,611.96	46,842.56
198	MO	3,211.46	3,372.03	3,540.63	3,717.66	3,903.55
198	HR	18.52764	19.45402	20.42672	21.44806	22.52046
199	ANN	38,730.17	40,666.68	42,700.02	44,835.03	47,076.78
199	MO	3,227.51	3,388.89	3,558.34	3,736.25	3,923.07
199	HR	18.62027	19.55129	20.52886	21.55530	22.63307
200	ANN	38,923.83	40,870.02	42,913.52	45,059.21	47,312.18
200	MO	3,243.65	3,405.84	3,576.13	3,754.93	3,942.68
200	HR	18.71338	19.64905	20.63150	21.66308	22.74624
201	ANN	39,118.45	41,074.36	43,128.08	45,284.50	47,548.71
201	MO	3,259.87	3,422.86	3,594.01	3,773.71	3,962.39
201	HR	18.80695	19.74729	20.73465	21.77139	22.85996
202	ANN	39,314.04	41,279.74	43,343.72	45,510.92	47,786.46
202	MO	3,276.17	3,439.98	3,611.98	3,792.58	3,982.20
202	HR	18.90098	19.84603	20.83833	21.88025	22.97426
203	ANN	39,510.60	41,486.14	43,560.45	45,738.47	48,025.40
203	MO	3,292.55	3,457.18	3,630.04	3,811.54	4,002.12

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HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%
RANGE	A	B	C	D	E
203 HR	18.99548	19.94526	20.94252	21.98965	23.08913
204 ANN	39,708.17	41,693.58	43,778.24	45,967.16	48,265.54
204 MO	3,309.01	3,474.46	3,648.19	3,830.60	4,022.13
204 HR	19.09047	20.04499	21.04723	22.09960	23.20459
205 ANN	39,906.70	41,902.03	43,997.14	46,197.01	48,506.84
205 MO	3,325.56	3,491.84	3,666.43	3,849.75	4,042.24
205 HR	19.18591	20.14521	21.15247	22.21010	23.32060
206 ANN	40,106.24	42,111.54	44,217.13	46,427.99	48,749.39
206 MO	3,342.19	3,509.29	3,684.76	3,869.00	4,062.45
206 HR	19.28185	20.24593	21.25824	22.32115	23.43721
207 ANN	40,306.76	42,322.10	44,438.22	46,660.13	48,993.14
207 MO	3,358.90	3,526.84	3,703.19	3,888.34	4,082.76
207 HR	19.37825	20.34716	21.36453	22.43275	23.55439
208 ANN	40,508.29	42,533.73	44,660.42	46,893.43	49,238.10
208 MO	3,375.69	3,544.48	3,721.70	3,907.79	4,103.17
208 HR	19.47514	20.44891	21.47136	22.54492	23.67216
209 ANN	40,710.84	42,746.38	44,883.71	47,127.90	49,484.29
209 MO	3,392.57	3,562.20	3,740.31	3,927.32	4,123.69
209 HR	19.57252	20.55114	21.57871	22.65764	23.79052
210 ANN	40,914.40	42,960.13	45,108.13	47,363.54	49,731.71
210 MO	3,409.53	3,580.01	3,759.01	3,946.96	4,144.31
210 HR	19.67038	20.65391	21.68660	22.77093	23.90948
211 ANN	41,118.97	43,174.93	45,333.67	47,600.35	49,980.37
211 MO	3,426.58	3,597.91	3,777.81	3,966.70	4,165.03
211 HR	19.76874	20.75718	21.79503	22.88478	24.02902
212 ANN	41,324.57	43,390.78	45,560.35	47,838.35	50,230.28
212 MO	3,443.71	3,615.90	3,796.69	3,986.53	4,185.86
212 HR	19.86758	20.86095	21.90401	22.99921	24.14917
213 ANN	41,531.19	43,607.74	45,788.13	48,077.55	50,481.42
213 MO	3,460.93	3,633.98	3,815.68	4,006.46	4,206.78
213 HR	19.96692	20.96526	22.01352	23.11421	24.26991
214 ANN	41,738.85	43,825.80	46,017.09	48,317.94	50,733.84
214 MO	3,478.24	3,652.15	3,834.76	4,026.50	4,227.82
214 HR	20.06675	21.07010	22.12360	23.22978	24.39127
215 ANN	41,947.54	44,044.92	46,247.17	48,559.52	50,987.51
215 MO	3,495.63	3,670.41	3,853.93	4,046.63	4,248.96
215 HR	20.16709	21.17544	22.23422	23.34592	24.51323
216 ANN	42,157.27	44,265.14	46,478.41	48,802.32	51,242.44

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		5%	5%	5%	5%
RANGE	A	B	C	D	E
216 MO	3,513.11	3,688.76	3,873.20	4,066.86	4,270.20
216 HR	20.26792	21.28132	22.34539	23.46265	24.63579
217 ANN	42,368.07	44,486.48	46,710.80	49,046.33	51,498.64
217 MO	3,530.67	3,707.21	3,892.57	4,087.19	4,291.55
217 HR	20.36926	21.38773	22.45712	23.57997	24.75896
218 ANN	42,579.91	44,708.89	46,944.34	49,291.56	51,756.15
218 MO	3,548.33	3,725.74	3,912.03	4,107.63	4,313.01
218 HR	20.47111	21.49466	22.56939	23.69787	24.88276
219 ANN	42,792.82	44,932.45	47,179.06	49,538.02	52,014.94
219 MO	3,566.07	3,744.37	3,931.59	4,128.17	4,334.58
219 HR	20.57347	21.60214	22.68224	23.81636	25.00718
220 ANN	43,006.78	45,157.10	47,414.95	49,785.72	52,275.00
220 MO	3,583.90	3,763.09	3,951.25	4,148.81	4,356.25
220 HR	20.67634	21.71014	22.79565	23.93544	25.13221
221 ANN	43,221.80	45,382.89	47,652.03	50,034.64	52,536.39
221 MO	3,601.82	3,781.91	3,971.00	4,169.55	4,378.03
221 HR	20.77971	21.81870	22.90963	24.05512	25.25788
222 ANN	43,437.92	45,609.81	47,890.30	50,284.82	52,799.06
222 MO	3,619.83	3,800.82	3,990.86	4,190.40	4,399.92
222 HR	20.88362	21.92779	23.02418	24.17539	25.38416
223 ANN	43,655.10	45,837.86	48,129.76	50,536.24	53,063.05
223 MO	3,637.93	3,819.82	4,010.81	4,211.35	4,421.92
223 HR	20.98803	22.03743	23.13931	24.29627	25.51108
224 ANN	43,873.38	46,067.05	48,370.41	50,788.92	53,328.37
224 MO	3,656.11	3,838.92	4,030.87	4,232.41	4,444.03
224 HR	21.09297	22.14762	23.25500	24.41775	25.63864
225 ANN	44,092.74	46,297.38	48,612.25	51,042.87	53,595.02
225 MO	3,674.39	3,858.12	4,051.02	4,253.57	4,466.25
225 HR	21.19843	22.25836	23.37127	24.53984	25.76684
226 ANN	44,313.20	46,528.87	48,855.32	51,298.08	53,862.98
226 MO	3,692.77	3,877.41	4,071.28	4,274.84	4,488.58
226 HR	21.30442	22.36965	23.48813	24.66254	25.89566
227 ANN	44,534.77	46,761.51	49,099.59	51,554.57	54,132.29
227 MO	3,711.23	3,896.79	4,091.63	4,296.21	4,511.02
227 HR	21.41095	22.48150	23.60557	24.78585	26.02514
228 ANN	44,757.43	46,995.34	49,345.09	51,812.35	54,402.95
228 MO	3,729.79	3,916.28	4,112.09	4,317.70	4,533.58
228 HR	21.51800	22.59391	23.72360	24.90978	26.15526

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%
RANGE	A	B	C	D	E
229 ANN	44,981.24	47,230.29	49,591.82	52,071.40	54,674.98
229 MO	3,748.44	3,935.86	4,132.65	4,339.28	4,556.25
229 HR	21.62560	22.70687	23.84222	25.03433	26.28605
230 ANN	45,206.14	47,466.45	49,839.77	52,331.76	54,948.34
230 MO	3,767.18	3,955.54	4,153.31	4,360.98	4,579.03
230 HR	21.73372	22.82041	23.96143	25.15950	26.41747
231 ANN	45,432.18	47,703.78	50,088.96	52,593.43	55,223.08
231 MO	3,786.01	3,975.31	4,174.08	4,382.79	4,601.92
231 HR	21.84239	22.93451	24.08123	25.28530	26.54956
232 ANN	45,659.33	47,942.30	50,339.41	52,856.38	55,499.21
232 MO	3,804.94	3,995.19	4,194.95	4,404.70	4,624.93
232 HR	21.95160	23.04918	24.20164	25.41172	26.68231
233 ANN	45,887.63	48,182.01	50,591.11	53,120.67	55,776.71
233 MO	3,823.97	4,015.17	4,215.93	4,426.72	4,648.06
233 HR	22.06136	23.16443	24.32265	25.53878	26.81573
234 ANN	46,117.07	48,422.93	50,844.08	53,386.26	56,055.59
234 MO	3,843.09	4,035.24	4,237.01	4,448.85	4,671.30
234 HR	22.17167	23.28025	24.44427	25.66647	26.94980
235 ANN	46,347.65	48,665.03	51,098.29	53,653.20	56,335.87
235 MO	3,862.30	4,055.42	4,258.19	4,471.10	4,694.66
235 HR	22.28252	23.39665	24.56649	25.79481	27.08455
236 ANN	46,579.39	48,908.36	51,353.78	53,921.48	56,617.56
236 MO	3,881.62	4,075.70	4,279.48	4,493.46	4,718.13
236 HR	22.39394	23.51363	24.68932	25.92379	27.21998
237 ANN	46,812.28	49,152.91	51,610.55	54,191.08	56,900.64
237 MO	3,901.02	4,096.08	4,300.88	4,515.92	4,741.72
237 HR	22.50590	23.63121	24.81276	26.05340	27.35608
238 ANN	47,046.35	49,398.68	51,868.60	54,462.03	57,185.14
238 MO	3,920.53	4,116.56	4,322.38	4,538.50	4,765.43
238 HR	22.61844	23.74937	24.93683	26.18367	27.49286
239 ANN	47,281.58	49,645.66	52,127.94	54,734.34	57,471.06
239 MO	3,940.13	4,137.14	4,343.99	4,561.20	4,789.26
239 HR	22.73153	23.86811	25.06151	26.31459	27.63032
240 ANN	47,517.99	49,893.89	52,388.58	55,008.02	57,758.43
240 MO	3,959.83	4,157.82	4,365.72	4,584.00	4,813.20
240 HR	22.84519	23.98745	25.18682	26.44616	27.76848
241 ANN	47,755.58	50,143.36	52,650.52	55,283.06	58,047.22
241 MO	3,979.63	4,178.61	4,387.54	4,606.92	4,837.27

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COUNTY OF MADERA

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HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%
RANGE	A	B	C	D	E
241 HR	22.95941	24.10738	25.31275	26.57839	27.90732
242 ANN	47,994.36	50,394.07	52,913.78	55,559.47	58,337.44
242 MO	3,999.53	4,199.51	4,409.48	4,629.96	4,861.45
242 HR	23.07421	24.22792	25.43932	26.71128	28.04685
243 ANN	48,234.34	50,646.05	53,178.35	55,837.26	58,629.14
243 MO	4,019.53	4,220.50	4,431.53	4,653.11	4,885.76
243 HR	23.18959	24.34906	25.56651	26.84484	28.18709
244 ANN	48,475.50	50,899.28	53,444.25	56,116.46	58,922.28
244 MO	4,039.63	4,241.61	4,453.69	4,676.37	4,910.19
244 HR	23.30553	24.47081	25.69435	26.97907	28.32802
245 ANN	48,717.88	51,153.77	53,711.47	56,397.04	59,216.89
245 MO	4,059.82	4,262.81	4,475.96	4,699.75	4,934.74
245 HR	23.42206	24.59316	25.82282	27.11396	28.46966
246 ANN	48,961.46	51,409.54	53,980.02	56,679.02	59,512.98
246 MO	4,080.12	4,284.13	4,498.33	4,723.25	4,959.41
246 HR	23.53916	24.71613	25.95193	27.24953	28.61201
247 ANN	49,206.28	51,666.59	54,249.93	56,962.42	59,810.54
247 MO	4,100.52	4,305.55	4,520.83	4,746.87	4,984.21
247 HR	23.65687	24.83971	26.08170	27.38578	28.75507
248 ANN	49,452.31	51,924.93	54,521.17	57,247.23	60,109.59
248 MO	4,121.03	4,327.08	4,543.43	4,770.60	5,009.13
248 HR	23.77515	24.96391	26.21210	27.52271	28.89884
249 ANN	49,699.56	52,184.55	54,793.78	57,533.47	60,410.16
249 MO	4,141.63	4,348.71	4,566.15	4,794.46	5,034.18
249 HR	23.89402	25.08873	26.34316	27.66032	29.04335
250 ANN	49,948.08	52,445.47	55,067.75	57,821.13	60,712.20
250 MO	4,162.34	4,370.46	4,588.98	4,818.43	5,059.35
250 HR	24.01350	25.21417	26.47488	27.79862	29.18856
251 ANN	50,197.82	52,707.69	55,343.08	58,110.23	61,015.75
251 MO	4,183.15	4,392.31	4,611.92	4,842.52	5,084.65
251 HR	24.13357	25.34024	26.60725	27.93761	29.33450
252 ANN	50,448.79	52,971.23	55,619.81	58,400.79	61,320.83
252 MO	4,204.07	4,414.27	4,634.98	4,866.73	5,110.07
252 HR	24.25423	25.46694	26.74029	28.07730	29.48117
253 ANN	50,701.03	53,236.09	55,897.90	58,692.79	61,627.44
253 MO	4,225.09	4,436.34	4,658.16	4,891.07	5,135.62
253 HR	24.37550	25.59427	26.87399	28.21769	29.62858
254 ANN	50,954.54	53,502.27	56,177.40	58,986.26	61,935.56

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
254	MO	4,246.21	4,458.52	4,681.45	4,915.52	5,161.30
254	HR	24.49738	25.72225	27.00837	28.35878	29.77671
255	ANN	51,209.32	53,769.79	56,458.28	59,281.19	62,245.25
255	MO	4,267.44	4,480.82	4,704.86	4,940.10	5,187.10
255	HR	24.61987	25.85086	27.14340	28.50057	29.92560
256	ANN	51,465.36	54,038.64	56,740.57	59,577.60	62,556.48
256	MO	4,288.78	4,503.22	4,728.38	4,964.80	5,213.04
256	HR	24.74296	25.98012	27.27912	28.64308	30.07523
257	ANN	51,722.69	54,308.83	57,024.28	59,875.48	62,869.26
257	MO	4,310.22	4,525.73	4,752.02	4,989.62	5,239.11
257	HR	24.86668	26.11001	27.41552	28.78629	30.22561
258	ANN	51,981.31	54,580.36	57,309.40	60,174.86	63,183.60
258	MO	4,331.77	4,548.36	4,775.78	5,014.57	5,265.30
258	HR	24.99101	26.24056	27.55260	28.93022	30.37673
259	ANN	52,241.21	54,853.27	57,595.94	60,475.74	63,499.52
259	MO	4,353.43	4,571.10	4,799.66	5,039.65	5,291.63
259	HR	25.11597	26.37176	27.69036	29.07488	30.52862
260	ANN	52,502.42	55,127.52	57,883.90	60,778.11	63,817.01
260	MO	4,375.20	4,593.96	4,823.66	5,064.84	5,318.08
260	HR	25.24155	26.50362	27.82880	29.22025	30.68125
261	ANN	52,764.94	55,403.18	58,173.33	61,082.02	64,136.12
261	MO	4,397.08	4,616.93	4,847.78	5,090.17	5,344.68
261	HR	25.36776	26.63614	27.96795	29.36636	30.83467
262	ANN	53,028.75	55,680.19	58,464.21	61,387.42	64,456.79
262	MO	4,419.06	4,640.02	4,872.02	5,115.62	5,371.40
262	HR	25.49459	26.76932	28.10779	29.51318	30.98884
263	ANN	53,293.91	55,958.59	58,756.53	61,694.35	64,779.08
263	MO	4,441.16	4,663.22	4,896.38	5,141.20	5,398.26
263	HR	25.62207	26.90317	28.24833	29.66075	31.14379
264	ANN	53,560.37	56,238.39	59,050.31	62,002.81	65,102.96
264	MO	4,463.36	4,686.53	4,920.86	5,166.90	5,425.25
264	HR	25.75018	27.03769	28.38957	29.80904	31.29950
265	ANN	53,828.17	56,519.59	59,345.55	62,312.84	65,428.49
265	MO	4,485.68	4,709.97	4,945.46	5,192.74	5,452.37
265	HR	25.87893	27.17288	28.53151	29.95810	31.45600
266	ANN	54,097.32	56,802.18	59,642.28	62,624.41	65,755.63
266	MO	4,508.11	4,733.51	4,970.19	5,218.70	5,479.64
266	HR	26.00833	27.30874	28.67417	30.10789	31.61328

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

			5%	5%	5%	5%
RANGE		A	B	C	D	E
267	ANN	54,367.80	57,086.19	59,940.50	62,937.53	66,084.40
267	MO	4,530.65	4,757.18	4,995.04	5,244.79	5,507.03
267	HR	26.13837	27.44528	28.81755	30.25843	31.77135
268	ANN	54,639.62	57,371.62	60,240.19	63,252.21	66,414.82
268	MO	4,553.30	4,780.97	5,020.02	5,271.02	5,534.57
268	HR	26.26905	27.58251	28.96163	30.40972	31.93020
269	ANN	54,912.84	57,658.48	60,541.40	63,568.47	66,746.90
269	MO	4,576.07	4,804.87	5,045.12	5,297.37	5,562.24
269	HR	26.40040	27.72042	29.10644	30.56176	32.08986
270	ANN	55,187.40	57,946.78	60,844.10	63,886.31	67,080.62
270	MO	4,598.95	4,828.90	5,070.34	5,323.86	5,590.05
270	HR	26.53240	27.85903	29.25197	30.71457	32.25030
271	ANN	55,463.34	58,236.51	61,148.32	64,205.74	67,416.02
271	MO	4,621.95	4,853.04	5,095.69	5,350.48	5,618.00
271	HR	26.66507	27.99832	29.39823	30.86814	32.41155
272	ANN	55,740.65	58,527.68	61,454.07	64,526.77	67,753.13
272	MO	4,645.05	4,877.31	5,121.17	5,377.23	5,646.09
272	HR	26.79839	28.13831	29.54523	31.02249	32.57362
273	ANN	56,019.36	58,820.33	61,761.34	64,849.41	68,091.89
273	MO	4,668.28	4,901.69	5,146.78	5,404.12	5,674.32
273	HR	26.93238	28.27900	29.69295	31.17760	32.73649
274	ANN	56,299.45	59,114.44	62,070.15	65,173.66	68,432.35
274	MO	4,691.62	4,926.20	5,172.51	5,431.14	5,702.70
274	HR	27.06704	28.42040	29.84142	31.33349	32.90017
275	ANN	56,580.95	59,410.00	62,380.50	65,499.53	68,774.52
275	MO	4,715.08	4,950.83	5,198.38	5,458.29	5,731.21
275	HR	27.20238	28.56250	29.99063	31.49016	33.06467
276	ANN	56,863.85	59,707.05	62,692.40	65,827.02	69,118.37
276	MO	4,738.65	4,975.59	5,224.37	5,485.59	5,759.86
276	HR	27.33839	28.70531	30.14058	31.64761	33.22999
277	ANN	57,148.18	60,005.58	63,005.86	66,156.15	69,463.96
277	MO	4,762.35	5,000.47	5,250.49	5,513.01	5,788.66
277	HR	27.47509	28.84884	30.29128	31.80584	33.39613
278	ANN	57,433.92	60,305.62	63,320.89	66,486.94	69,811.29
278	MO	4,786.16	5,025.47	5,276.74	5,540.58	5,817.61
278	HR	27.61246	28.99309	30.44274	31.96488	33.56312
279	ANN	57,721.08	60,607.13	63,637.49	66,819.38	70,160.35
279	MO	4,810.09	5,050.59	5,303.12	5,568.28	5,846.70

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SALARY TABLE STANDARDIZATION

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RANGE		A	5% B	5% C	5% D	5% E
279	HR	27.75052	29.13804	30.59495	32.12470	33.73094
280	ANN	58,009.70	60,910.17	63,955.70	67,153.48	70,511.14
280	MO	4,834.14	5,075.85	5,329.64	5,596.12	5,875.93
280	HR	27.88928	29.28374	30.74793	32.28533	33.89959
281	ANN	58,299.73	61,214.73	64,275.46	67,489.24	70,863.70
281	MO	4,858.31	5,101.23	5,356.29	5,624.10	5,905.31
281	HR	28.02872	29.43016	30.90166	32.44675	34.06909
282	ANN	58,591.23	61,520.79	64,596.83	67,826.70	71,218.03
282	MO	4,882.60	5,126.73	5,383.07	5,652.22	5,934.84
282	HR	28.16886	29.57730	31.05617	32.60899	34.23944
283	ANN	58,884.20	61,828.40	64,919.83	68,165.82	71,574.11
283	MO	4,907.02	5,152.37	5,409.99	5,680.49	5,964.51
283	HR	28.30971	29.72519	31.21146	32.77203	34.41063
284	ANN	59,178.62	62,137.55	65,244.43	68,506.64	71,931.99
284	MO	4,931.55	5,178.13	5,437.03	5,708.89	5,994.33
284	HR	28.45126	29.87382	31.36751	32.93588	34.58269
285	ANN	59,474.51	62,448.24	65,570.64	68,849.19	72,291.64
285	MO	4,956.21	5,204.02	5,464.22	5,737.43	6,024.30
285	HR	28.59351	30.02319	31.52435	33.10057	34.75560
286	ANN	59,771.89	62,760.47	65,898.49	69,193.43	72,653.10
286	MO	4,980.99	5,230.04	5,491.54	5,766.12	6,054.43
286	HR	28.73649	30.17330	31.68197	33.26607	34.92938
287	ANN	60,070.74	63,074.29	66,228.00	69,539.39	73,016.38
287	MO	5,005.89	5,256.19	5,519.00	5,794.95	6,084.70
287	HR	28.88016	30.32418	31.84038	33.43240	35.10403
288	ANN	60,371.09	63,389.65	66,559.12	69,887.08	73,381.44
288	MO	5,030.92	5,282.47	5,546.59	5,823.92	6,115.12
288	HR	29.02456	30.47579	31.99958	33.59956	35.27954
289	ANN	60,672.95	63,706.61	66,891.93	70,236.53	73,748.35
289	MO	5,056.08	5,308.88	5,574.33	5,853.04	6,145.70
289	HR	29.16969	30.62818	32.15958	33.76756	35.45594
290	ANN	60,976.33	64,025.14	67,226.39	70,587.72	74,117.10
290	MO	5,081.36	5,335.43	5,602.20	5,882.31	6,176.42
290	HR	29.31554	30.78132	32.32038	33.93640	35.63322
291	ANN	61,281.18	64,345.25	67,562.52	70,940.64	74,487.68
291	MO	5,106.77	5,362.10	5,630.21	5,911.72	6,207.31
291	HR	29.46211	30.93522	32.48198	34.10608	35.81138
292	ANN	61,587.60	64,666.98	67,900.34	71,295.34	74,860.13

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		5%	5%	5%	5%
RANGE	A	B	C	D	E
292 MO	5,132.30	5,388.91	5,658.36	5,941.28	6,238.34
292 HR	29.60942	31.08989	32.64439	34.27661	35.99045
293 ANN	61,895.55	64,990.31	68,239.84	71,651.84	75,234.44
293 MO	5,157.96	5,415.86	5,686.65	5,970.99	6,269.54
293 HR	29.75748	31.24534	32.80762	34.44800	36.17040
294 ANN	62,205.03	65,315.28	68,581.05	72,010.09	75,610.60
294 MO	5,183.75	5,442.94	5,715.09	6,000.84	6,300.88
294 HR	29.90626	31.40158	32.97166	34.62024	36.35125
295 ANN	62,516.05	65,641.85	68,923.95	72,370.15	75,988.64
295 MO	5,209.67	5,470.15	5,743.66	6,030.85	6,332.39
295 HR	30.05579	31.55858	33.13651	34.79334	36.53300
296 ANN	62,828.62	65,970.07	69,268.57	72,732.00	76,368.58
296 MO	5,235.72	5,497.51	5,772.38	6,061.00	6,364.05
296 HR	30.20607	31.71638	33.30220	34.96731	36.71566
297 ANN	63,142.77	66,299.92	69,614.91	73,095.65	76,750.43
297 MO	5,261.90	5,524.99	5,801.24	6,091.30	6,395.87
297 HR	30.35710	31.87496	33.46871	35.14214	36.89925
298 ANN	63,458.48	66,631.41	69,962.97	73,461.12	77,134.18
298 MO	5,288.21	5,552.62	5,830.25	6,121.76	6,427.85
298 HR	30.50888	32.03433	33.63604	35.31785	37.08374
299 ANN	63,775.77	66,964.56	70,312.79	73,828.43	77,519.86
299 MO	5,314.65	5,580.38	5,859.40	6,152.37	6,459.99
299 HR	30.66143	32.19450	33.80423	35.49444	37.26916
300 ANN	64,094.64	67,299.40	70,664.36	74,197.57	77,907.45
300 MO	5,341.22	5,608.28	5,888.70	6,183.13	6,492.29
300 HR	30.81473	32.35548	33.97325	35.67191	37.45550
301 ANN	64,415.13	67,635.90	71,017.69	74,568.57	78,296.99
301 MO	5,367.93	5,636.32	5,918.14	6,214.05	6,524.75
301 HR	30.96881	32.51726	34.14312	35.85027	37.64278
302 ANN	64,737.21	67,974.06	71,372.78	74,941.41	78,688.48
302 MO	5,394.77	5,664.51	5,947.73	6,245.12	6,557.37
302 HR	31.12366	32.67984	34.31384	36.02952	37.83100
303 ANN	65,060.89	68,313.93	71,729.64	75,316.12	79,081.92
303 MO	5,421.74	5,692.83	5,977.47	6,276.34	6,590.16
303 HR	31.27927	32.84324	34.48540	36.20967	38.02015
304 ANN	65,386.20	68,655.50	72,088.28	75,692.69	79,477.34
304 MO	5,448.85	5,721.29	6,007.36	6,307.72	6,623.11
304 HR	31.43567	33.00745	34.65783	36.39072	38.21026

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
305	ANN	65,713.12	68,998.79	72,448.72	76,071.16	79,874.71
305	MO	5,476.09	5,749.90	6,037.39	6,339.26	6,656.23
305	HR	31.59285	33.17250	34.83112	36.57267	38.40130
306	ANN	66,041.69	69,343.79	72,810.97	76,451.52	80,274.09
306	MO	5,503.47	5,778.65	6,067.58	6,370.96	6,689.51
306	HR	31.75081	33.33836	35.00527	36.75554	38.59331
307	ANN	66,371.90	69,690.50	73,175.02	76,833.77	80,675.46
307	MO	5,530.99	5,807.54	6,097.92	6,402.81	6,722.96
307	HR	31.90957	33.50505	35.18030	36.93931	38.78628
308	ANN	66,703.76	70,038.96	73,540.90	77,217.93	81,078.84
308	MO	5,558.65	5,836.58	6,128.41	6,434.83	6,756.57
308	HR	32.06912	33.67258	35.35620	37.12400	38.98021
309	ANN	67,037.28	70,389.15	73,908.61	77,604.03	81,484.24
309	MO	5,586.44	5,865.76	6,159.05	6,467.00	6,790.35
309	HR	32.22946	33.84094	35.53299	37.30963	39.17512
310	ANN	67,372.46	70,741.08	74,278.13	77,992.06	81,891.65
310	MO	5,614.37	5,895.09	6,189.84	6,499.34	6,824.30
310	HR	32.39061	34.01013	35.71064	37.49618	39.37099
311	ANN	67,709.33	71,094.79	74,649.54	78,382.02	82,301.11
311	MO	5,642.44	5,924.57	6,220.79	6,531.83	6,858.43
311	HR	32.55256	34.18019	35.88920	37.68366	39.56784
312	ANN	68,047.86	71,450.26	75,022.79	78,773.92	82,712.61
312	MO	5,670.66	5,954.19	6,251.90	6,564.49	6,892.72
312	HR	32.71532	34.35109	36.06865	37.87208	39.76568
313	ANN	68,388.10	71,807.52	75,397.90	79,167.79	83,126.18
313	MO	5,699.01	5,983.96	6,283.16	6,597.32	6,927.18
313	HR	32.87889	34.52285	36.24899	38.06144	39.96451
314	ANN	68,730.05	72,166.55	75,774.89	79,563.64	83,541.82
314	MO	5,727.50	6,013.88	6,314.57	6,630.30	6,961.82
314	HR	33.04329	34.69546	36.43024	38.25175	40.16434
315	ANN	69,073.70	72,527.39	76,153.77	79,961.45	83,959.51
315	MO	5,756.14	6,043.95	6,346.15	6,663.45	6,996.63
315	HR	33.20851	34.86894	36.61239	38.44300	40.36515
316	ANN	69,419.08	72,890.03	76,534.52	80,361.26	84,379.32
316	MO	5,784.92	6,074.17	6,377.88	6,696.77	7,031.61
316	HR	33.37456	35.04328	36.79544	38.63522	40.56698
317	ANN	69,766.17	73,254.47	76,917.21	80,763.06	84,801.22
317	MO	5,813.85	6,104.54	6,409.77	6,730.25	7,066.77

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
317	HR	33.54143	35.21850	36.97943	38.82839	40.76982
318	ANN	70,115.00	73,620.75	77,301.79	81,166.87	85,225.22
318	MO	5,842.92	6,135.06	6,441.82	6,763.91	7,102.10
318	HR	33.70913	35.39459	37.16432	39.02253	40.97366
319	ANN	70,465.57	73,988.86	77,688.31	81,572.72	85,651.35
319	MO	5,872.13	6,165.74	6,474.03	6,797.73	7,137.61
319	HR	33.87768	35.57157	37.35015	39.21765	41.17853
320	ANN	70,817.91	74,358.80	78,076.74	81,980.57	86,079.60
320	MO	5,901.49	6,196.57	6,506.39	6,831.71	7,173.30
320	HR	34.04707	35.74942	37.53689	39.41374	41.38442
321	ANN	71,171.99	74,730.59	78,467.12	82,390.47	86,510.01
321	MO	5,931.00	6,227.55	6,538.93	6,865.87	7,209.17
321	HR	34.21730	35.92817	37.72458	39.61080	41.59135
322	ANN	71,527.86	75,104.25	78,859.45	82,802.43	86,942.55
322	MO	5,960.65	6,258.69	6,571.62	6,900.20	7,245.21
322	HR	34.38839	36.10781	37.91320	39.80886	41.79930
323	ANN	71,885.49	75,479.77	79,253.76	83,216.45	87,377.27
323	MO	5,990.46	6,289.98	6,604.48	6,934.70	7,281.44
323	HR	34.56033	36.28835	38.10277	40.00791	42.00830
324	ANN	72,244.91	75,857.15	79,650.02	83,632.53	87,814.15
324	MO	6,020.41	6,321.43	6,637.50	6,969.38	7,317.85
324	HR	34.73313	36.46978	38.29328	40.20795	42.21834
325	ANN	72,606.14	76,236.45	80,048.27	84,050.69	88,253.22
325	MO	6,050.51	6,353.04	6,670.69	7,004.22	7,354.43
325	HR	34.90680	36.65214	38.48475	40.40899	42.42943
326	ANN	72,969.17	76,617.63	80,448.51	84,470.94	88,694.49
326	MO	6,080.76	6,384.80	6,704.04	7,039.25	7,391.21
326	HR	35.08133	36.83540	38.67717	40.61103	42.64158
327	ANN	73,334.01	77,000.73	80,850.76	84,893.30	89,137.97
327	MO	6,111.17	6,416.73	6,737.56	7,074.44	7,428.16
327	HR	35.25674	37.01958	38.87056	40.81409	42.85479
328	ANN	73,700.69	77,385.72	81,255.02	85,317.75	89,583.65
328	MO	6,141.72	6,448.81	6,771.25	7,109.81	7,465.30
328	HR	35.43302	37.20467	39.06491	41.01815	43.06906
329	ANN	74,069.20	77,772.65	81,661.28	85,744.34	90,031.57
329	MO	6,172.43	6,481.05	6,805.11	7,145.36	7,502.63
329	HR	35.61019	37.39070	39.26023	41.22324	43.28441
330	ANN	74,439.54	78,161.53	82,069.59	86,173.07	90,481.72

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%
RANGE	A	B	C	D	E
330 MO	6,203.29	6,513.46	6,839.13	7,181.09	7,540.14
330 HR	35.78824	37.57766	39.45653	41.42936	43.50083
331 ANN	74,811.74	78,552.32	82,479.95	86,603.95	90,934.14
331 MO	6,234.31	6,546.03	6,873.33	7,216.99	7,577.85
331 HR	35.96718	37.76554	39.65382	41.63651	43.71834
332 ANN	75,185.79	78,945.08	82,892.34	87,036.95	91,388.81
332 MO	6,265.48	6,578.76	6,907.70	7,253.08	7,615.73
332 HR	36.14701	37.95437	39.85209	41.84469	43.93693
333 ANN	75,561.72	79,339.81	83,306.80	87,472.15	91,845.75
333 MO	6,296.81	6,611.65	6,942.23	7,289.35	7,653.81
333 HR	36.32775	38.14414	40.05135	42.05392	44.15661
334 ANN	75,939.53	79,736.50	83,723.32	87,909.50	92,304.99
334 MO	6,328.29	6,644.71	6,976.94	7,325.79	7,692.08
334 HR	36.50939	38.33486	40.25160	42.26418	44.37740
335 ANN	76,319.23	80,135.19	84,141.95	88,349.04	92,766.51
335 MO	6,359.94	6,677.93	7,011.83	7,362.42	7,730.54
335 HR	36.69194	38.52653	40.45286	42.47550	44.59928
336 ANN	76,700.83	80,535.87	84,562.66	88,790.79	93,230.33
336 MO	6,391.74	6,711.32	7,046.89	7,399.23	7,769.19
336 HR	36.87540	38.71917	40.65513	42.68788	44.82227
337 ANN	77,084.33	80,938.55	84,985.48	89,234.76	93,696.50
337 MO	6,423.69	6,744.88	7,082.12	7,436.23	7,808.04
337 HR	37.05977	38.91276	40.85840	42.90133	45.04639
338 ANN	77,469.76	81,343.24	85,410.41	89,680.93	94,164.98
338 MO	6,455.81	6,778.60	7,117.53	7,473.41	7,847.08
338 HR	37.24508	39.10733	41.06270	43.11583	45.27163
339 ANN	77,857.09	81,749.95	85,837.47	90,129.34	94,635.81
339 MO	6,488.09	6,812.50	7,153.12	7,510.78	7,886.32
339 HR	37.43129	39.30286	41.26801	43.33141	45.49799
340 ANN	78,246.39	82,158.71	86,266.64	90,579.98	95,108.97
340 MO	6,520.53	6,846.56	7,188.89	7,548.33	7,925.75
340 HR	37.61846	39.49938	41.47435	43.54807	45.72547
341 ANN	78,637.63	82,569.51	86,697.97	91,032.87	95,584.52
341 MO	6,553.14	6,880.79	7,224.83	7,586.07	7,965.38
341 HR	37.80655	39.69688	41.68172	43.76580	45.95410
342 ANN	79,030.81	82,982.35	87,131.47	91,488.04	96,062.45
342 MO	6,585.90	6,915.20	7,260.96	7,624.00	8,005.20
342 HR	37.99558	39.89536	41.89013	43.98463	46.18387

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

			5%	5%	5%	5%
RANGE		A	B	C	D	E
343	ANN	79,425.96	83,397.26	87,567.12	91,945.48	96,542.75
343	MO	6,618.83	6,949.77	7,297.26	7,662.12	8,045.23
343	HR	38.18556	40.09484	42.09958	44.20456	46.41478
344	ANN	79,823.09	83,814.25	88,004.95	92,405.22	97,025.46
344	MO	6,651.92	6,984.52	7,333.75	7,700.44	8,085.46
344	HR	38.37649	40.29531	42.31007	44.42559	46.64686
345	ANN	80,222.21	84,233.32	88,444.98	92,867.23	97,510.59
345	MO	6,685.18	7,019.44	7,370.42	7,738.94	8,125.88
345	HR	38.56837	40.49679	42.52163	44.64771	46.88009
346	ANN	80,623.32	84,654.48	88,887.21	93,331.57	97,998.15
346	MO	6,718.61	7,054.54	7,407.27	7,777.63	8,166.51
346	HR	38.76121	40.69927	42.73424	44.87095	47.11450
347	ANN	81,026.43	85,077.76	89,331.64	93,798.23	98,488.14
347	MO	6,752.20	7,089.81	7,444.30	7,816.52	8,207.35
347	HR	38.95501	40.90277	42.94790	45.09530	47.35007
348	ANN	81,431.58	85,503.14	89,778.30	94,267.23	98,980.58
348	MO	6,785.97	7,125.26	7,481.52	7,855.60	8,248.38
348	HR	39.14980	41.10728	43.16264	45.32078	47.58682
349	ANN	81,838.73	85,930.67	90,227.19	94,738.56	99,475.48
349	MO	6,819.89	7,160.89	7,518.93	7,894.88	8,289.62
349	HR	39.34554	41.31282	43.37846	45.54738	47.82475
350	ANN	82,247.91	86,360.31	90,678.34	95,212.24	99,972.87
350	MO	6,853.99	7,196.69	7,556.53	7,934.35	8,331.07
350	HR	39.54226	41.51938	43.59536	45.77512	48.06388
351	ANN	82,659.16	86,792.11	91,131.74	95,688.30	100,472.72
351	MO	6,888.26	7,232.68	7,594.31	7,974.02	8,372.73
351	HR	39.73998	41.72698	43.81334	46.00399	48.30419
352	ANN	83,072.45	87,226.08	91,587.39	96,166.76	100,975.09
352	MO	6,922.70	7,268.84	7,632.28	8,013.90	8,414.59
352	HR	39.93868	41.93562	44.03240	46.23402	48.54572
353	ANN	83,487.82	87,662.21	92,045.33	96,647.59	101,479.96
353	MO	6,957.32	7,305.18	7,670.44	8,053.97	8,456.66
353	HR	40.13838	42.14529	44.25256	46.46519	48.78844
354	ANN	83,905.26	88,100.52	92,505.55	97,130.82	101,987.37
354	MO	6,992.11	7,341.71	7,708.80	8,094.23	8,498.95
354	HR	40.33907	42.35602	44.47382	46.69751	49.03239
355	ANN	84,324.77	88,541.02	92,968.07	97,616.47	102,497.30
355	MO	7,027.06	7,378.42	7,747.34	8,134.71	8,541.44

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
355	HR	40.54075	42.56780	44.69619	46.93100	49.27755
356	ANN	84,746.41	88,983.74	93,432.92	98,104.56	103,009.78
356	MO	7,062.20	7,415.31	7,786.08	8,175.38	8,584.15
356	HR	40.74347	42.78064	44.91967	47.16565	49.52393
357	ANN	85,170.14	89,428.64	93,900.08	98,595.09	103,524.85
357	MO	7,097.51	7,452.39	7,825.01	8,216.26	8,627.07
357	HR	40.94718	42.99454	45.14427	47.40149	49.77156
358	ANN	85,595.99	89,875.78	94,369.58	99,088.06	104,042.46
358	MO	7,133.00	7,489.65	7,864.13	8,257.34	8,670.20
358	HR	41.15192	43.20951	45.36999	47.63849	50.02041
359	ANN	86,023.98	90,325.18	94,841.43	99,583.50	104,562.68
359	MO	7,168.66	7,527.10	7,903.45	8,298.62	8,713.56
359	HR	41.35768	43.42557	45.59684	47.87668	50.27052
360	ANN	86,454.08	90,776.80	95,315.64	100,081.42	105,085.48
360	MO	7,204.51	7,564.73	7,942.97	8,340.12	8,757.12
360	HR	41.56446	43.64269	45.82483	48.11607	50.52187
361	ANN	86,886.36	91,230.67	95,792.22	100,581.84	105,610.93
361	MO	7,240.53	7,602.56	7,982.68	8,381.82	8,800.91
361	HR	41.77229	43.86090	46.05395	48.35665	50.77449
362	ANN	87,320.79	91,686.84	96,271.17	101,084.73	106,138.98
362	MO	7,276.73	7,640.57	8,022.60	8,423.73	8,844.92
362	HR	41.98115	44.08021	46.28422	48.59843	51.02836
363	ANN	87,757.39	92,145.26	96,752.54	101,590.16	106,669.66
363	MO	7,313.12	7,678.77	8,062.71	8,465.85	8,889.14
363	HR	42.19105	44.30061	46.51564	48.84142	51.28349
364	ANN	88,196.19	92,606.00	97,236.30	102,098.11	107,203.02
364	MO	7,349.68	7,717.17	8,103.02	8,508.18	8,933.58
364	HR	42.40201	44.52212	46.74822	49.08563	51.53991
365	ANN	88,637.17	93,069.02	97,722.49	102,608.60	107,739.02
365	MO	7,386.43	7,755.75	8,143.54	8,550.72	8,978.25
365	HR	42.61402	44.74472	46.98197	49.33106	51.79761
366	ANN	89,080.34	93,534.37	98,211.07	103,121.64	108,277.72
366	MO	7,423.36	7,794.53	8,184.26	8,593.47	9,023.14
366	HR	42.82709	44.96845	47.21686	49.57771	52.05660
367	ANN	89,525.76	94,002.04	98,702.14	103,637.24	108,819.11
367	MO	7,460.48	7,833.50	8,225.18	8,636.44	9,068.26
367	HR	43.04123	45.19329	47.45295	49.82560	52.31688
368	ANN	89,973.37	94,472.05	99,195.66	104,155.44	109,363.22

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%
RANGE	A	B	C	D	E
368 MO	7,497.78	7,872.67	8,266.30	8,679.62	9,113.60
368 HR	43.25643	45.41925	47.69022	50.07473	52.57847
369 ANN	90,423.25	94,944.41	99,691.62	104,676.21	109,910.01
369 MO	7,535.27	7,912.03	8,307.63	8,723.02	9,159.17
369 HR	43.47272	45.64635	47.92866	50.32510	52.84135
370 ANN	90,875.36	95,419.14	100,190.09	105,199.59	110,459.58
370 MO	7,572.95	7,951.60	8,349.17	8,766.63	9,204.97
370 HR	43.69008	45.87459	48.16831	50.57673	53.10557
371 ANN	91,329.73	95,896.22	100,691.04	105,725.58	111,011.87
371 MO	7,610.81	7,991.35	8,390.92	8,810.47	9,250.99
371 HR	43.90852	46.10395	48.40915	50.82961	53.37109
372 ANN	91,786.39	96,375.71	101,194.50	106,254.21	111,566.92
372 MO	7,648.87	8,031.31	8,432.87	8,854.52	9,297.24
372 HR	44.12807	46.33448	48.65120	51.08375	53.63794
373 ANN	92,245.33	96,857.60	101,700.46	106,785.48	112,124.76
373 MO	7,687.11	8,071.47	8,475.04	8,898.79	9,343.73
373 HR	44.34872	46.56615	48.89445	51.33917	53.90613
374 ANN	92,706.55	97,341.87	102,208.97	107,319.42	112,685.38
374 MO	7,725.55	8,111.82	8,517.41	8,943.29	9,390.45
374 HR	44.57046	46.79898	49.13893	51.59588	54.17566
375 ANN	93,170.08	97,828.58	102,720.01	107,856.02	113,248.82
375 MO	7,764.17	8,152.38	8,560.00	8,988.00	9,437.40
375 HR	44.79331	47.03297	49.38462	51.85386	54.44655
376 ANN	93,635.93	98,317.73	103,233.62	108,395.30	113,815.07
376 MO	7,802.99	8,193.14	8,602.80	9,032.94	9,484.59
376 HR	45.01727	47.26814	49.63155	52.11313	54.71878
377 ANN	94,104.11	98,809.31	103,749.78	108,937.27	114,384.15
377 MO	7,842.01	8,234.11	8,645.81	9,078.11	9,532.01
377 HR	45.24236	47.50448	49.87970	52.37369	54.99238
378 ANN	94,574.63	99,303.36	104,268.52	109,481.96	114,956.06
378 MO	7,881.22	8,275.28	8,689.04	9,123.50	9,579.67
378 HR	45.46857	47.74200	50.12910	52.63556	55.26734
379 ANN	95,047.50	99,799.87	104,789.87	110,029.37	115,530.84
379 MO	7,920.62	8,316.66	8,732.49	9,169.11	9,627.57
379 HR	45.69591	47.98071	50.37975	52.89874	55.54367
380 ANN	95,522.74	100,298.87	105,313.83	110,579.51	116,108.49
380 MO	7,960.23	8,358.24	8,776.15	9,214.96	9,675.71
380 HR	45.92439	48.22061	50.63165	53.16323	55.82139

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
381	ANN	96,000.35	100,800.38	105,840.40	111,132.43	116,689.04
381	MO	8,000.03	8,400.03	8,820.03	9,261.04	9,724.09
381	HR	46.15401	48.46172	50.88481	53.42905	56.10050
382	ANN	96,480.36	101,304.39	106,369.60	111,688.07	117,272.48
382	MO	8,040.03	8,442.03	8,864.13	9,307.34	9,772.71
382	HR	46.38479	48.70403	51.13923	53.69619	56.38100
383	ANN	96,962.76	101,810.89	106,901.44	112,246.51	117,858.86
383	MO	8,080.23	8,484.24	8,908.45	9,353.88	9,821.57
383	HR	46.61671	48.94754	51.39492	53.96467	56.66291
384	ANN	97,447.58	102,319.96	107,435.96	112,807.75	118,448.14
384	MO	8,120.63	8,526.66	8,953.00	9,400.65	9,870.68
384	HR	46.84980	49.19229	51.65190	54.23450	56.94622
385	ANN	97,934.80	102,831.55	107,973.12	113,371.79	119,040.37
385	MO	8,161.23	8,569.30	8,997.76	9,447.65	9,920.03
385	HR	47.08404	49.43825	51.91015	54.50567	57.23095
386	ANN	98,424.49	103,345.71	108,513.00	113,938.65	119,635.58
386	MO	8,202.04	8,612.14	9,042.75	9,494.89	9,969.63
386	HR	47.31947	49.68544	52.16971	54.77820	57.51711
387	ANN	98,916.61	103,862.45	109,055.55	114,508.34	120,233.76
387	MO	8,243.05	8,655.20	9,087.96	9,542.36	10,019.48
387	HR	47.55606	49.93387	52.43055	55.05209	57.80469
388	ANN	99,411.19	104,381.77	109,600.84	115,080.88	120,834.93
388	MO	8,284.27	8,698.48	9,133.40	9,590.07	10,069.58
388	HR	47.79384	50.18354	52.69271	55.32735	58.09372
389	ANN	99,908.26	104,903.67	110,148.86	115,656.30	121,439.10
389	MO	8,325.69	8,741.97	9,179.07	9,638.02	10,119.92
389	HR	48.03282	50.43446	52.95618	55.60399	58.38418
390	ANN	100,407.79	105,428.18	110,699.59	116,234.57	122,046.30
390	MO	8,367.32	8,785.68	9,224.97	9,686.21	10,170.53
390	HR	48.27298	50.68663	53.22096	55.88200	58.67611
391	ANN	100,909.83	105,955.33	111,253.09	116,815.74	122,656.53
391	MO	8,409.15	8,829.61	9,271.09	9,734.64	10,221.38
391	HR	48.51434	50.94006	53.48706	56.16141	58.96949
392	ANN	101,414.37	106,485.10	111,809.36	117,399.82	123,269.81
392	MO	8,451.20	8,873.76	9,317.45	9,783.32	10,272.48
392	HR	48.75691	51.19476	53.75450	56.44222	59.26433
393	ANN	101,921.45	107,017.52	112,368.40	117,986.82	123,886.15
393	MO	8,493.45	8,918.13	9,364.03	9,832.23	10,323.85

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

			5%	5%	5%	5%
RANGE		A	B	C	D	E
393	HR	49.00070	51.45073	54.02327	56.72443	59.56065
394	ANN	102,431.06	107,552.61	112,930.24	118,576.76	124,505.59
394	MO	8,535.92	8,962.72	9,410.85	9,881.40	10,375.47
394	HR	49.24570	51.70799	54.29338	57.00806	59.85846
395	ANN	102,943.23	108,090.37	113,494.89	119,169.64	125,128.12
395	MO	8,578.60	9,007.53	9,457.91	9,930.80	10,427.34
395	HR	49.49194	51.96652	54.56485	57.29310	60.15775
396	ANN	103,457.92	108,630.81	114,062.36	119,765.49	125,753.75
396	MO	8,621.49	9,052.57	9,505.20	9,980.46	10,479.48
396	HR	49.73938	52.22635	54.83767	57.57956	60.45853
397	ANN	103,975.22	109,173.98	114,632.67	120,364.32	126,382.53
397	MO	8,664.60	9,097.83	9,552.72	10,030.36	10,531.88
397	HR	49.98809	52.48749	55.11186	57.86746	60.76083
398	ANN	104,495.08	109,719.85	115,205.84	120,966.12	127,014.44
398	MO	8,707.92	9,143.32	9,600.49	10,080.51	10,584.54
398	HR	50.23802	52.74993	55.38742	58.15679	61.06463
399	ANN	105,017.56	110,268.44	115,781.87	121,570.97	127,649.52
399	MO	8,751.46	9,189.04	9,648.49	10,130.91	10,637.46
399	HR	50.48921	53.01367	55.66436	58.44758	61.36996
400	ANN	105,542.66	110,819.79	116,360.78	122,178.82	128,287.76
400	MO	8,795.22	9,234.98	9,696.73	10,181.57	10,690.65
400	HR	50.74166	53.27875	55.94268	58.73982	61.67681
401	ANN	106,070.37	111,373.89	116,942.59	122,789.71	128,929.19
401	MO	8,839.20	9,281.16	9,745.22	10,232.47	10,744.10
401	HR	50.99537	53.54514	56.22240	59.03351	61.98519
402	ANN	106,600.72	111,930.76	117,527.30	123,403.66	129,573.84
402	MO	8,883.39	9,327.56	9,793.94	10,283.64	10,797.82
402	HR	51.25035	53.81287	56.50351	59.32868	62.29512
403	ANN	107,133.73	112,490.42	118,114.93	124,020.68	130,221.72
403	MO	8,927.81	9,374.20	9,842.91	10,335.06	10,851.81
403	HR	51.50660	54.08193	56.78602	59.62533	62.60660
404	ANN	107,669.39	113,052.87	118,705.51	124,640.79	130,872.83
404	MO	8,972.45	9,421.07	9,892.13	10,386.73	10,906.07
404	HR	51.76413	54.35234	57.06996	59.92346	62.91963
405	ANN	108,207.75	113,618.12	119,299.03	125,263.99	131,527.19
405	MO	9,017.31	9,468.18	9,941.59	10,438.67	10,960.60
405	HR	52.02296	54.62410	57.35530	60.22307	63.23423
406	ANN	108,748.78	114,186.22	119,895.53	125,890.31	132,184.83

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RANGE		A	5% B	5% C	5% D	5% E
406	MO	9,062.40	9,515.52	9,991.29	10,490.86	11,015.40
406	HR	52.28307	54.89722	57.64208	60.52419	63.55040
407	ANN	109,292.52	114,757.16	120,495.01	126,519.77	132,845.75
407	MO	9,107.71	9,563.10	10,041.25	10,543.31	11,070.48
407	HR	52.54448	55.17171	57.93029	60.82681	63.86815
408	ANN	109,838.99	115,330.94	121,097.48	127,152.36	133,509.98
408	MO	9,153.25	9,610.91	10,091.46	10,596.03	11,125.83
408	HR	52.80721	55.44757	58.21994	61.13094	64.18749
409	ANN	110,388.18	115,907.59	121,702.98	127,788.12	134,177.53
409	MO	9,199.01	9,658.97	10,141.92	10,649.01	11,181.46
409	HR	53.07124	55.72480	58.51105	61.43660	64.50843
410	ANN	110,940.13	116,487.13	122,311.49	128,427.07	134,848.42
410	MO	9,245.01	9,707.26	10,192.62	10,702.25	11,237.37
410	HR	53.33660	56.00343	58.80360	61.74378	64.83097
411	ANN	111,494.82	117,069.57	122,923.04	129,069.19	135,522.66
411	MO	9,291.24	9,755.80	10,243.59	10,755.77	11,293.56
411	HR	53.60328	56.28345	59.09762	62.05250	65.15513
412	ANN	112,052.29	117,654.92	123,537.66	129,714.54	136,200.27
412	MO	9,337.69	9,804.58	10,294.81	10,809.54	11,350.02
412	HR	53.87129	56.56487	59.39311	62.36276	65.48090
413	ANN	112,612.56	118,243.19	124,155.35	130,363.11	136,881.27
413	MO	9,384.38	9,853.60	10,346.28	10,863.59	11,406.77
413	HR	54.14065	56.84769	59.69007	62.67457	65.80830
414	ANN	113,175.61	118,834.41	124,776.13	131,014.93	137,565.68
414	MO	9,431.30	9,902.87	10,398.01	10,917.91	11,463.81
414	HR	54.41135	57.13193	59.98852	62.98795	66.13735
415	ANN	113,741.50	119,428.57	125,400.01	131,670.00	138,253.52
415	MO	9,478.46	9,952.38	10,450.00	10,972.50	11,521.13
415	HR	54.68341	57.41758	60.28847	63.30288	66.46804
416	ANN	114,310.21	120,025.72	126,027.01	132,328.36	138,944.79
416	MO	9,525.85	10,002.14	10,502.25	11,027.36	11,578.73
416	HR	54.95683	57.70467	60.58991	63.61940	66.80038
417	ANN	114,881.76	120,625.84	126,657.15	132,990.00	139,639.51
417	MO	9,573.48	10,052.15	10,554.76	11,082.50	11,636.63
417	HR	55.23162	57.99319	60.89286	63.93750	67.13438
418	ANN	115,456.17	121,228.97	127,290.43	133,654.95	140,337.70
418	MO	9,621.35	10,102.41	10,607.54	11,137.91	11,694.81
418	HR	55.50777	58.28316	61.19732	64.25719	67.47005

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
419	ANN	116,033.44	121,835.12	127,926.89	134,323.23	141,039.37
419	MO	9,669.45	10,152.93	10,660.57	11,193.60	11,753.28
419	HR	55.78531	58.57458	61.50331	64.57848	67.80739
420	ANN	116,613.62	122,444.30	128,566.52	134,994.84	141,744.59
420	MO	9,717.80	10,203.69	10,713.88	11,249.57	11,812.05
420	HR	56.06424	58.86745	61.81083	64.90137	68.14644
421	ANN	117,196.69	123,056.53	129,209.35	135,669.81	142,453.30
421	MO	9,766.39	10,254.71	10,767.45	11,305.82	11,871.11
421	HR	56.34456	59.16179	62.11988	65.22587	68.48716
422	ANN	117,782.68	123,671.81	129,855.41	136,348.17	143,165.57
422	MO	9,815.22	10,305.98	10,821.28	11,362.35	11,930.46
422	HR	56.62629	59.45760	62.43049	65.55200	68.82960
423	ANN	118,371.58	124,290.16	130,504.66	137,029.91	143,881.39
423	MO	9,864.30	10,357.51	10,875.39	11,419.16	11,990.12
423	HR	56.90941	59.75488	62.74263	65.87976	69.17375
424	ANN	118,963.44	124,911.61	131,157.20	137,715.05	144,600.80
424	MO	9,913.62	10,409.30	10,929.77	11,476.25	12,050.07
424	HR	57.19396	60.05366	63.05635	66.20916	69.51962
425	ANN	119,558.26	125,536.17	131,812.98	138,403.63	145,323.81
425	MO	9,963.19	10,461.35	10,984.42	11,533.64	12,110.32
425	HR	57.47993	60.35393	63.37163	66.54021	69.86722
426	ANN	120,156.05	126,163.85	132,472.05	139,095.66	146,050.44
426	MO	10,013.00	10,513.65	11,039.34	11,591.30	12,170.87
426	HR	57.76733	60.65570	63.68849	66.87291	70.21656
427	ANN	120,756.84	126,794.67	133,134.42	139,791.13	146,780.68
427	MO	10,063.07	10,566.22	11,094.53	11,649.26	12,231.72
427	HR	58.05617	60.95898	64.00693	67.20727	70.56763
428	ANN	121,360.59	127,428.65	133,800.09	140,490.09	147,514.59
428	MO	10,113.38	10,619.05	11,150.01	11,707.51	12,292.88
428	HR	58.34644	61.26377	64.32697	67.54331	70.92048
429	ANN	121,967.42	128,065.79	134,469.09	141,192.53	148,252.16
429	MO	10,163.95	10,672.15	11,205.76	11,766.04	12,354.35
429	HR	58.63818	61.57009	64.64860	67.88102	71.27508
430	ANN	122,577.26	128,706.11	135,141.42	141,898.50	148,993.43
430	MO	10,214.77	10,725.51	11,261.79	11,824.87	12,416.12
430	HR	58.93138	61.87794	64.97184	68.22043	71.63146
431	ANN	123,190.14	129,349.65	135,817.12	142,607.98	149,738.39
431	MO	10,265.85	10,779.14	11,318.09	11,884.00	12,478.20

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
431	HR	59.22603	62.18733	65.29669	68.56153	71.98961
432	ANN	123,806.09	129,996.40	136,496.22	143,321.02	150,487.09
432	MO	10,317.17	10,833.03	11,374.68	11,943.42	12,540.59
432	HR	59.52216	62.49827	65.62318	68.90434	72.34956
433	ANN	124,425.13	130,646.39	137,178.69	144,037.62	151,239.51
433	MO	10,368.76	10,887.20	11,431.56	12,003.14	12,603.29
433	HR	59.81977	62.81076	65.95129	69.24886	72.71130
434	ANN	125,047.24	131,299.61	137,864.59	144,757.82	151,995.71
434	MO	10,420.60	10,941.63	11,488.72	12,063.15	12,666.31
434	HR	60.11887	63.12481	66.28105	69.59511	73.07486
435	ANN	125,672.48	131,956.11	138,553.92	145,481.61	152,755.69
435	MO	10,472.71	10,996.34	11,546.16	12,123.47	12,729.64
435	HR	60.41946	63.44044	66.61246	69.94308	73.44024
436	ANN	126,300.85	132,615.88	139,246.68	146,209.02	153,519.48
436	MO	10,525.07	11,051.32	11,603.89	12,184.09	12,793.29
436	HR	60.72156	63.75763	66.94552	70.29280	73.80744
437	ANN	126,932.35	133,278.97	139,942.92	146,940.06	154,287.06
437	MO	10,577.70	11,106.58	11,661.91	12,245.00	12,857.25
437	HR	61.02517	64.07643	67.28025	70.64426	74.17647
438	ANN	127,567.02	133,945.35	140,642.63	147,674.76	155,058.50
438	MO	10,630.59	11,162.11	11,720.22	12,306.23	12,921.54
438	HR	61.33030	64.39680	67.61665	70.99748	74.54736
439	ANN	128,204.86	134,615.10	141,345.86	148,413.13	155,833.79
439	MO	10,683.74	11,217.93	11,778.82	12,367.76	12,986.15
439	HR	61.63695	64.71880	67.95474	71.35247	74.92009
440	ANN	128,845.87	135,288.17	142,052.59	149,155.21	156,612.97
440	MO	10,737.16	11,274.01	11,837.71	12,429.60	13,051.08
440	HR	61.94513	65.04239	68.29451	71.70924	75.29470
441	ANN	129,490.11	135,964.60	142,762.84	149,900.97	157,396.03
441	MO	10,790.84	11,330.38	11,896.90	12,491.75	13,116.34
441	HR	62.25486	65.36760	68.63598	72.06777	75.67117
442	ANN	130,137.56	136,644.44	143,476.65	150,650.49	158,183.01
442	MO	10,844.80	11,387.04	11,956.39	12,554.21	13,181.92
442	HR	62.56613	65.69444	68.97916	72.42812	76.04952
443	ANN	130,788.25	137,327.66	144,194.04	151,403.73	158,973.93
443	MO	10,899.02	11,443.97	12,016.17	12,616.98	13,247.83
443	HR	62.87897	66.02291	69.32406	72.79025	76.42977
444	ANN	131,442.19	138,014.28	144,915.01	152,160.77	159,768.79

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			5%	5%	5%	5%
RANGE		A	B	C	D	E
444	MO	10,953.52	11,501.19	12,076.25	12,680.06	13,314.07
444	HR	63.19336	66.35302	69.67068	73.15422	76.81192
445	ANN	132,099.40	138,704.36	145,639.59	152,921.56	160,567.63
445	MO	11,008.28	11,558.70	12,136.63	12,743.46	13,380.64
445	HR	63.50933	66.68479	70.01903	73.51998	77.19598
446	ANN	132,759.88	139,397.88	146,367.78	153,686.16	161,370.48
446	MO	11,063.32	11,616.49	12,197.32	12,807.18	13,447.54
446	HR	63.82687	67.01821	70.36913	73.88758	77.58196
447	ANN	133,423.69	140,094.88	147,099.62	154,454.60	162,177.32
447	MO	11,118.64	11,674.57	12,258.30	12,871.22	13,514.78
447	HR	64.14600	67.35331	70.72097	74.25702	77.96987
448	ANN	134,090.80	140,795.34	147,835.12	155,226.87	162,988.21
448	MO	11,174.23	11,732.95	12,319.59	12,935.57	13,582.35
448	HR	64.46673	67.69007	71.07458	74.62830	78.35972
449	ANN	134,761.26	141,499.31	148,574.28	156,003.00	163,803.15
449	MO	11,230.11	11,791.61	12,381.19	13,000.25	13,650.26
449	HR	64.78907	68.02851	71.42994	75.00144	78.75151
450	ANN	135,435.05	142,206.82	149,317.16	156,783.03	164,622.16
450	MO	11,286.25	11,850.57	12,443.10	13,065.25	13,718.51
450	HR	65.11300	68.36866	71.78710	75.37646	79.14527
451	ANN	136,112.23	142,917.86	150,063.75	157,566.94	165,445.29
451	MO	11,342.69	11,909.82	12,505.31	13,130.58	13,787.11
451	HR	65.43857	68.71051	72.14603	75.75334	79.54100
452	ANN	136,792.80	143,632.44	150,814.06	158,354.77	166,272.52
452	MO	11,399.40	11,969.37	12,567.84	13,196.23	13,856.04
452	HR	65.76577	69.05406	72.50676	76.13210	79.93871
453	ANN	137,476.76	144,350.60	151,568.12	159,146.54	167,103.87
453	MO	11,456.40	12,029.22	12,630.68	13,262.21	13,925.32
453	HR	66.09460	69.39933	72.86929	76.51276	80.33840
454	ANN	138,164.16	145,072.36	152,325.98	159,942.28	167,939.39
454	MO	11,513.68	12,089.36	12,693.83	13,328.52	13,994.95
454	HR	66.42508	69.74633	73.23364	76.89533	80.74009
455	ANN	138,854.98	145,797.71	153,087.60	160,742.00	168,779.08
455	MO	11,571.25	12,149.81	12,757.30	13,395.17	14,064.92
455	HR	66.75720	70.09505	73.59981	77.27981	81.14379
456	ANN	139,549.24	146,526.70	153,853.04	161,545.69	169,623.00
456	MO	11,629.10	12,210.56	12,821.09	13,462.14	14,135.25
456	HR	67.09098	70.44553	73.96781	77.66620	81.54952

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COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
457	ANN	140,246.99	147,259.34	154,622.31	162,353.42	170,471.10
457	MO	11,687.25	12,271.61	12,885.19	13,529.45	14,205.92
457	HR	67.42644	70.79776	74.33765	78.05453	81.95726
458	ANN	140,948.23	147,995.63	155,395.42	163,165.20	171,323.45
458	MO	11,745.69	12,332.97	12,949.62	13,597.10	14,276.95
458	HR	67.76357	71.15175	74.70934	78.44481	82.36704
459	ANN	141,652.96	148,735.62	156,172.40	163,981.02	172,180.07
459	MO	11,804.41	12,394.63	13,014.37	13,665.08	14,348.34
459	HR	68.10238	71.50751	75.08288	78.83703	82.77888
460	ANN	142,361.24	149,479.30	156,953.25	164,800.92	173,040.97
460	MO	11,863.44	12,456.61	13,079.44	13,733.41	14,420.08
460	HR	68.44290	71.86505	75.45829	79.23121	83.19277
461	ANN	143,073.05	150,226.69	157,738.03	165,624.92	173,906.18
461	MO	11,922.75	12,518.89	13,144.84	13,802.08	14,492.18
461	HR	68.78512	72.22437	75.83559	79.62737	83.60874
462	ANN	143,788.40	150,977.83	158,526.73	166,453.07	174,775.71
462	MO	11,982.37	12,581.49	13,210.56	13,871.09	14,564.64
462	HR	69.12904	72.58550	76.21477	80.02551	84.02678
463	ANN	144,507.35	151,732.72	159,319.35	167,285.33	175,649.59
463	MO	12,042.28	12,644.39	13,276.61	13,940.44	14,637.47
463	HR	69.47469	72.94842	76.59584	80.42564	84.44692
464	ANN	145,229.88	152,491.38	160,115.95	168,121.74	176,527.84
464	MO	12,102.49	12,707.61	13,343.00	14,010.14	14,710.65
464	HR	69.82206	73.31316	76.97882	80.82776	84.86915
465	ANN	145,956.03	153,253.84	160,916.52	168,962.36	177,410.47
465	MO	12,163.00	12,771.15	13,409.71	14,080.20	14,784.21
465	HR	70.17117	73.67973	77.36371	81.23190	85.29350
466	ANN	146,685.82	154,020.11	161,721.12	169,807.17	178,297.53
466	MO	12,223.82	12,835.01	13,476.76	14,150.60	14,858.13
466	HR	70.52203	74.04813	77.75054	81.63806	85.71997
467	ANN	147,419.24	154,790.20	162,529.71	170,656.21	179,189.01
467	MO	12,284.94	12,899.18	13,544.14	14,221.35	14,932.42
467	HR	70.87463	74.41837	78.13928	82.04625	86.14856
468	ANN	148,156.34	155,564.16	163,342.38	171,509.50	180,084.96
468	MO	12,346.36	12,963.68	13,611.86	14,292.46	15,007.08
468	HR	71.22901	74.79046	78.52999	82.45649	86.57931
469	ANN	148,897.13	156,341.99	164,159.08	172,367.02	180,985.40
469	MO	12,408.09	13,028.50	13,679.92	14,363.92	15,082.12

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%	
RANGE		A	B	C	D	E
469	HR	71.58516	75.16442	78.92263	82.86876	87.01221
470	ANN	149,641.61	157,123.69	164,979.86	173,228.87	181,890.31
470	MO	12,470.13	13,093.64	13,748.32	14,435.74	15,157.52
470	HR	71.94308	75.54024	79.31724	83.28311	87.44726
471	ANN	150,389.82	157,909.31	165,804.77	174,095.01	182,799.76
471	MO	12,532.49	13,159.11	13,817.06	14,507.92	15,233.31
471	HR	72.30280	75.91794	79.71383	83.69952	87.88450
472	ANN	151,141.76	158,698.85	166,633.81	174,965.49	183,713.76
472	MO	12,595.15	13,224.90	13,886.15	14,580.46	15,309.48
472	HR	72.66431	76.29752	80.11241	84.11802	88.32392
473	ANN	151,897.48	159,492.35	167,466.97	175,840.32	184,632.34
473	MO	12,658.12	13,291.03	13,955.58	14,653.36	15,386.03
473	HR	73.02763	76.67901	80.51297	84.53862	88.76555
474	ANN	152,656.96	160,289.81	168,304.30	176,719.52	185,555.48
474	MO	12,721.41	13,357.48	14,025.36	14,726.63	15,462.96
474	HR	73.39277	77.06241	80.91553	84.96131	89.20937
475	ANN	153,420.25	161,091.27	169,145.82	177,603.12	186,483.27
475	MO	12,785.02	13,424.27	14,095.49	14,800.26	15,540.27
475	HR	73.75974	77.44773	81.32011	85.38612	89.65542
476	ANN	154,187.35	161,896.71	169,991.56	178,491.14	187,415.69
476	MO	12,848.94	13,491.39	14,165.96	14,874.26	15,617.97
476	HR	74.12853	77.83496	81.72671	85.81305	90.10370
477	ANN	154,958.28	162,706.20	170,841.51	179,383.59	188,352.77
477	MO	12,913.19	13,558.85	14,236.79	14,948.63	15,696.06
477	HR	74.49917	78.22413	82.13534	86.24211	90.55422
478	ANN	155,733.08	163,519.73	171,695.72	180,280.51	189,294.53
478	MO	12,977.76	13,626.64	14,307.98	15,023.38	15,774.54
478	HR	74.87167	78.61525	82.54602	86.67332	91.00699
479	ANN	156,511.74	164,337.33	172,554.19	181,181.90	190,241.00
479	MO	13,042.64	13,694.78	14,379.52	15,098.49	15,853.42
479	HR	75.24603	79.00833	82.95875	87.10668	91.46202
480	ANN	157,294.30	165,159.01	173,416.96	182,087.82	191,192.20
480	MO	13,107.86	13,763.25	14,451.41	15,173.98	15,932.68
480	HR	75.62226	79.40337	83.37354	87.54222	91.91933
481	ANN	158,080.77	165,984.80	174,284.05	182,998.25	192,148.16
481	MO	13,173.40	13,832.07	14,523.67	15,249.85	16,012.35
481	HR	76.00037	79.80038	83.79041	87.97993	92.37892
482	ANN	158,871.18	166,814.73	175,155.46	183,913.25	193,108.91

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HOURLY SHOWN AT 5 DECIMALS

			5%	5%	5%	5%
RANGE		A	B	C	D	E
482	MO	13,239.27	13,901.23	14,596.29	15,326.10	16,092.41
482	HR	76.38038	80.19939	84.20936	88.41983	92.84082
483	ANN	159,665.53	167,648.81	176,031.25	184,832.82	194,074.45
483	MO	13,305.46	13,970.73	14,669.27	15,402.73	16,172.87
483	HR	76.76227	80.60039	84.63041	88.86193	93.30502
484	ANN	160,463.85	168,487.06	176,911.41	185,756.98	195,044.82
484	MO	13,371.99	14,040.59	14,742.62	15,479.75	16,253.74
484	HR	77.14608	81.00339	85.05356	89.30624	93.77155
485	ANN	161,266.17	169,329.49	177,795.96	186,685.76	196,020.05
485	MO	13,438.85	14,110.79	14,816.33	15,557.15	16,335.00
485	HR	77.53181	81.40841	85.47883	89.75277	94.24041
486	ANN	162,072.51	170,176.14	178,684.95	187,619.20	197,000.15
486	MO	13,506.04	14,181.34	14,890.41	15,634.93	16,416.68
486	HR	77.91948	81.81545	85.90623	90.20154	94.71161
487	ANN	162,882.86	171,027.01	179,578.37	188,557.28	197,985.15
487	MO	13,573.57	14,252.25	14,964.86	15,713.11	16,498.76
487	HR	78.30907	82.22452	86.33575	90.65254	95.18517
488	ANN	163,697.28	171,882.15	180,476.26	189,500.08	198,975.08
488	MO	13,641.44	14,323.51	15,039.69	15,791.67	16,581.26
488	HR	78.70062	82.63565	86.76743	91.10581	95.66110
489	ANN	164,515.78	172,741.56	181,378.65	190,447.57	199,969.96
489	MO	13,709.65	14,395.13	15,114.89	15,870.63	16,664.16
489	HR	79.09413	83.04883	87.20127	91.56133	96.13940
490	ANN	165,338.34	173,605.29	182,285.54	191,399.82	200,969.80
490	MO	13,778.20	14,467.11	15,190.46	15,949.98	16,747.48
490	HR	79.48959	83.46408	87.63728	92.01914	96.62010
491	ANN	166,165.04	174,473.30	183,196.96	192,356.81	201,974.64
491	MO	13,847.09	14,539.44	15,266.41	16,029.73	16,831.22
491	HR	79.88704	83.88139	88.07546	92.47924	97.10319
492	ANN	166,995.87	175,345.66	184,112.95	193,318.60	202,984.53
492	MO	13,916.32	14,612.14	15,342.75	16,109.88	16,915.38
492	HR	80.28648	84.30080	88.51584	92.94163	97.58872
493	ANN	167,830.85	176,222.40	185,033.51	194,285.18	203,999.46
493	MO	13,985.90	14,685.20	15,419.46	16,190.43	16,999.95
493	HR	80.68791	84.72231	88.95842	93.40634	98.07666
494	ANN	168,670.00	177,103.51	185,958.68	195,256.62	205,019.44
494	MO	14,055.83	14,758.63	15,496.56	16,271.39	17,084.95
494	HR	81.09135	85.14592	89.40321	93.87338	98.56704

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SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
495	ANN	169,513.35	177,989.03	186,888.48	196,232.89	206,044.55
495	MO	14,126.11	14,832.42	15,574.04	16,352.74	17,170.38
495	HR	81.49680	85.57165	89.85023	94.34274	99.05988
496	ANN	170,360.91	178,878.96	187,822.91	197,214.05	207,074.75
496	MO	14,196.74	14,906.58	15,651.91	16,434.50	17,256.23
496	HR	81.90428	85.99950	90.29948	94.81445	99.55517
497	ANN	171,212.72	179,773.37	188,762.03	198,200.14	208,110.13
497	MO	14,267.73	14,981.11	15,730.17	16,516.68	17,342.51
497	HR	82.31381	86.42950	90.75098	95.28853	100.05295
498	ANN	172,068.79	180,672.23	189,705.83	199,191.12	209,150.68
498	MO	14,339.07	15,056.02	15,808.82	16,599.26	17,429.22
498	HR	82.72538	86.86165	91.20473	95.76496	100.55321
499	ANN	172,929.13	181,575.58	190,654.37	200,187.08	210,196.44
499	MO	14,410.76	15,131.30	15,887.86	16,682.26	17,516.37
499	HR	83.13900	87.29595	91.66075	96.24379	101.05598
500	ANN	173,793.77	182,483.48	191,607.65	201,188.03	211,247.43
500	MO	14,482.81	15,206.96	15,967.30	16,765.67	17,603.95
500	HR	83.55470	87.73244	92.11906	96.72501	101.56126
501	ANN	174,662.76	183,395.89	192,565.67	202,193.97	212,303.66
501	MO	14,555.23	15,282.99	16,047.14	16,849.50	17,691.97
501	HR	83.97248	88.17110	92.57965	97.20864	102.06907
502	ANN	175,536.07	184,312.87	193,528.52	203,204.94	213,365.18
502	MO	14,628.01	15,359.41	16,127.38	16,933.74	17,780.43
502	HR	84.39234	88.61196	93.04256	97.69468	102.57941
503	ANN	176,413.73	185,234.43	194,496.16	204,220.97	214,432.00
503	MO	14,701.14	15,436.20	16,208.01	17,018.41	17,869.33
503	HR	84.81429	89.05501	93.50777	98.18316	103.09231
504	ANN	177,295.81	186,160.59	195,468.62	205,242.05	215,504.16
504	MO	14,774.65	15,513.38	16,289.05	17,103.50	17,958.68
504	HR	85.23837	89.50028	93.97530	98.67406	103.60777
505	ANN	178,182.30	187,091.41	196,445.98	206,268.26	216,581.69
505	MO	14,848.53	15,590.95	16,370.50	17,189.02	18,048.47
505	HR	85.66457	89.94779	94.44518	99.16743	104.12581
506	ANN	179,073.20	188,026.86	197,428.20	207,299.62	217,664.59
506	MO	14,922.77	15,668.90	16,452.35	17,274.97	18,138.72
506	HR	86.09288	90.39753	94.91740	99.66328	104.64644
507	ANN	179,968.57	188,966.99	198,415.34	208,336.11	218,752.92
507	MO	14,997.38	15,747.25	16,534.61	17,361.34	18,229.41

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RANGE		A	5% B	5% C	5% D	5% E
507	HR	86.52335	90.84951	95.39199	100.16159	105.16967
508	ANN	180,868.41	189,911.83	199,407.44	209,377.80	219,846.69
508	MO	15,072.37	15,825.98	16,617.29	17,448.15	18,320.56
508	HR	86.95597	91.30376	95.86896	100.66240	105.69552
509	ANN	181,772.74	190,861.39	200,404.45	210,424.69	220,945.93
509	MO	15,147.73	15,905.11	16,700.37	17,535.39	18,412.16
509	HR	87.39074	91.76028	96.34829	101.16572	106.22400
510	ANN	182,681.62	191,815.70	201,406.47	211,476.81	222,050.65
510	MO	15,223.47	15,984.64	16,783.87	17,623.07	18,504.22
510	HR	87.82770	92.21909	96.83003	101.67154	106.75512
511	ANN	183,595.04	192,774.78	202,413.53	212,534.19	223,160.91
511	MO	15,299.59	16,064.56	16,867.79	17,711.18	18,596.74
511	HR	88.26685	92.68018	97.31420	102.17990	107.28890
512	ANN	184,513.00	193,738.65	203,425.59	213,596.87	224,276.70
512	MO	15,376.08	16,144.89	16,952.13	17,799.74	18,689.73
512	HR	88.70817	93.14358	97.80076	102.69080	107.82534
513	ANN	185,435.57	194,707.35	204,442.71	214,664.84	225,398.09
513	MO	15,452.96	16,225.61	17,036.89	17,888.74	18,783.17
513	HR	89.15172	93.60930	98.28976	103.20425	108.36447
514	ANN	186,362.73	195,680.87	205,464.92	215,738.18	226,525.08
514	MO	15,530.23	16,306.74	17,122.08	17,978.18	18,877.09
514	HR	89.59747	94.07734	98.78121	103.72028	108.90629
515	ANN	187,294.56	196,659.28	206,492.24	216,816.87	227,657.71
515	MO	15,607.88	16,388.27	17,207.69	18,068.07	18,971.48
515	HR	90.04546	94.54773	99.27512	104.23888	109.45082
516	ANN	188,231.03	197,642.59	207,524.71	217,900.96	228,795.99
516	MO	15,685.92	16,470.22	17,293.73	18,158.41	19,066.33
516	HR	90.49569	95.02048	99.77150	104.76008	109.99807
517	ANN	189,172.19	198,630.80	208,562.34	218,990.46	229,939.97
517	MO	15,764.35	16,552.57	17,380.20	18,249.21	19,161.66
517	HR	90.94817	95.49558	100.27036	105.28388	110.54806
518	ANN	190,118.04	199,623.95	209,605.13	220,085.41	231,089.68
518	MO	15,843.17	16,635.33	17,467.09	18,340.45	19,257.47
518	HR	91.40290	95.97305	100.77170	105.81029	111.10081
519	ANN	191,068.62	200,622.07	210,653.16	221,185.83	232,245.13
519	MO	15,922.38	16,718.51	17,554.43	18,432.15	19,353.76
519	HR	91.85991	96.45292	101.27556	106.33934	111.65631
520	ANN	192,023.99	201,625.19	211,706.44	222,291.77	233,406.35

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RANGE		A	5% B	5% C	5% D	5% E
520	MO	16,002.00	16,802.10	17,642.20	18,524.31	19,450.53
520	HR	92.31923	96.93519	101.78194	106.87104	112.21459
521	ANN	192,984.10	202,633.31	212,764.96	223,403.22	234,573.38
521	MO	16,082.01	16,886.11	17,730.41	18,616.93	19,547.78
521	HR	92.78082	97.41986	102.29085	107.40539	112.77566
522	ANN	193,949.02	203,646.48	213,828.80	224,520.24	235,746.25
522	MO	16,162.42	16,970.54	17,819.07	18,710.02	19,645.52
522	HR	93.24472	97.90696	102.80231	107.94242	113.33954
523	ANN	194,918.77	204,664.70	214,897.94	225,642.83	236,924.98
523	MO	16,243.23	17,055.39	17,908.16	18,803.57	19,743.75
523	HR	93.71095	98.39649	103.31632	108.48213	113.90624
524	ANN	195,893.36	205,688.03	215,972.43	226,771.05	238,109.60
524	MO	16,324.45	17,140.67	17,997.70	18,897.59	19,842.47
524	HR	94.17950	98.88848	103.83290	109.02454	114.47577
525	ANN	196,872.84	206,716.48	217,052.29	227,904.91	239,300.15
525	MO	16,406.07	17,226.37	18,087.69	18,992.08	19,941.68
525	HR	94.65040	99.38292	104.35206	109.56967	115.04815
526	ANN	197,857.19	207,750.04	218,137.56	229,044.43	240,496.66
526	MO	16,488.10	17,312.50	18,178.13	19,087.03	20,041.39
526	HR	95.12365	99.87983	104.87383	110.11751	115.62339
527	ANN	198,846.47	208,788.80	219,228.23	230,189.65	241,699.13
527	MO	16,570.54	17,399.07	18,269.02	19,182.47	20,141.59
527	HR	95.59926	100.37923	105.39819	110.66810	116.20150
528	ANN	199,840.72	209,832.75	220,324.39	231,340.60	242,907.64
528	MO	16,653.39	17,486.06	18,360.37	19,278.38	20,242.30
528	HR	96.07727	100.88113	105.92519	111.22144	116.78252
529	ANN	200,839.90	210,881.91	221,426.01	232,497.30	244,122.17
529	MO	16,736.66	17,573.49	18,452.17	19,374.77	20,343.51
529	HR	96.55764	101.38553	106.45481	111.77755	117.36643
530	ANN	201,844.12	211,936.32	222,533.13	233,659.79	245,342.77
530	MO	16,820.34	17,661.36	18,544.43	19,471.65	20,445.23
530	HR	97.04044	101.89246	106.98708	112.33644	117.95325
531	ANN	202,853.32	212,996.00	223,645.81	234,828.08	246,569.48
531	MO	16,904.44	17,749.67	18,637.15	19,569.01	20,547.46
531	HR	97.52563	102.40192	107.52202	112.89812	118.54302
532	ANN	203,867.60	214,060.97	224,764.04	236,002.23	247,802.34
532	MO	16,988.97	17,838.41	18,730.34	19,666.85	20,650.19
532	HR	98.01327	102.91393	108.05963	113.46261	119.13574

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

		5%	5%	5%	5%	
RANGE		A	B	C	D	E
533	ANN	204,886.93	215,131.27	225,887.85	237,182.24	249,041.35
533	MO	17,073.91	17,927.61	18,823.99	19,765.19	20,753.45
533	HR	98.50333	103.42850	108.59993	114.02992	119.73142
534	ANN	205,911.37	216,206.94	227,017.29	238,368.15	250,286.56
534	MO	17,159.28	18,017.24	18,918.11	19,864.01	20,857.21
534	HR	98.99585	103.94564	109.14293	114.60007	120.33008
535	ANN	206,940.93	217,287.98	228,152.38	239,559.99	251,537.99
535	MO	17,245.08	18,107.33	19,012.70	19,963.33	20,961.50
535	HR	99.49083	104.46538	109.68864	115.17307	120.93173
536	ANN	207,975.64	218,374.42	229,293.14	240,757.79	252,795.68
536	MO	17,331.30	18,197.87	19,107.76	20,063.15	21,066.31
536	HR	99.98829	104.98770	110.23709	115.74894	121.53638
537	ANN	209,015.51	219,466.28	230,439.60	241,961.58	254,059.67
537	MO	17,417.96	18,288.86	19,203.30	20,163.46	21,171.64
537	HR	100.48823	105.51263	110.78827	116.32768	122.14407
538	ANN	210,060.59	220,563.63	231,591.81	243,171.39	255,329.96
538	MO	17,505.05	18,380.30	19,299.32	20,264.28	21,277.50
538	HR	100.99067	106.04021	111.34222	116.90932	122.75479
539	ANN	211,110.89	221,666.43	232,749.76	244,387.24	256,606.61
539	MO	17,592.57	18,472.20	19,395.81	20,365.60	21,383.88
539	HR	101.49562	106.57040	111.89892	117.49387	123.36856
540	ANN	212,166.44	222,774.77	233,913.51	245,609.18	257,889.63
540	MO	17,680.54	18,564.56	19,492.79	20,467.43	21,490.80
540	HR	102.00310	107.10325	112.45842	118.08134	123.98540
541	ANN	213,227.27	223,888.65	235,083.07	246,837.24	259,179.10
541	MO	17,768.94	18,657.39	19,590.26	20,569.77	21,598.26
541	HR	102.51311	107.63877	113.02071	118.67175	124.60534
542	ANN	214,293.42	225,008.08	236,258.49	248,071.41	260,474.99
542	MO	17,857.78	18,750.67	19,688.21	20,672.62	21,706.25
542	HR	103.02568	108.17696	113.58581	119.26510	125.22836
543	ANN	215,364.88	226,133.12	237,439.77	249,311.79	261,777.36
543	MO	17,947.07	18,844.43	19,786.65	20,775.98	21,814.78
543	HR	103.54081	108.71785	114.15374	119.86144	125.85450
544	ANN	216,441.71	227,263.79	238,626.98	250,558.33	263,086.25
544	MO	18,036.81	18,938.65	19,885.58	20,879.86	21,923.85
544	HR	104.05851	109.26144	114.72451	120.46074	126.48377
545	ANN	217,523.92	228,400.11	239,820.12	251,811.12	264,401.68
545	MO	18,126.99	19,033.34	19,985.01	20,984.26	22,033.47

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
545	HR	104.57881	109.80775	115.29813	121.06304	127.11619
546	ANN	218,611.54	229,542.12	241,019.22	253,070.17	265,723.70
546	MO	18,217.63	19,128.51	20,084.94	21,089.18	22,143.64
546	HR	105.10170	110.35679	115.87463	121.66835	127.75178
547	ANN	219,704.61	230,689.82	242,224.31	254,335.54	267,052.31
547	MO	18,308.72	19,224.15	20,185.36	21,194.63	22,254.36
547	HR	105.62722	110.90857	116.45400	122.27670	128.39053
548	ANN	220,803.13	231,843.26	243,435.43	255,607.20	268,387.57
548	MO	18,400.26	19,320.27	20,286.28	21,300.60	22,365.63
548	HR	106.15535	111.46311	117.03626	122.88808	129.03249
549	ANN	221,907.13	233,002.49	244,652.61	256,885.24	269,729.52
549	MO	18,492.26	19,416.87	20,387.72	21,407.10	22,477.46
549	HR	106.68612	112.02043	117.62145	123.50252	129.67765
550	ANN	223,016.66	234,167.50	245,875.88	258,169.68	271,078.16
550	MO	18,584.72	19,513.96	20,489.66	21,514.14	22,589.85
550	HR	107.21955	112.58053	118.20956	124.12004	130.32604
551	ANN	224,131.75	235,338.34	247,105.26	259,460.52	272,433.55
551	MO	18,677.65	19,611.53	20,592.11	21,621.71	22,702.80
551	HR	107.75565	113.14343	118.80061	124.74063	130.97767
552	ANN	225,252.41	236,515.03	248,340.78	260,757.83	273,795.71
552	MO	18,771.03	19,709.59	20,695.07	21,729.82	22,816.31
552	HR	108.29443	113.70915	119.39461	125.36434	131.63255
553	ANN	226,378.67	237,697.61	249,582.49	262,061.63	275,164.70
553	MO	18,864.89	19,808.13	20,798.54	21,838.47	22,930.39
553	HR	108.83590	114.27770	119.99158	125.99117	132.29072
554	ANN	227,510.57	238,886.10	250,830.42	263,371.94	276,540.53
554	MO	18,959.21	19,907.18	20,902.53	21,947.66	23,045.04
554	HR	109.38008	114.84909	120.59155	126.62113	132.95218
555	ANN	228,648.12	240,080.52	252,084.55	264,688.78	277,923.23
555	MO	19,054.01	20,006.71	21,007.05	22,057.40	23,160.27
555	HR	109.92698	115.42333	121.19450	127.25422	133.61694
556	ANN	229,791.36	241,280.93	253,344.98	266,012.22	279,312.83
556	MO	19,149.28	20,106.74	21,112.08	22,167.68	23,276.07
556	HR	110.47662	116.00045	121.80047	127.89049	134.28501
557	ANN	230,940.31	242,487.33	254,611.69	267,342.28	280,709.40
557	MO	19,245.03	20,207.28	21,217.64	22,278.52	23,392.45
557	HR	111.02900	116.58045	122.40947	128.52994	134.95644
558	ANN	232,095.02	243,699.77	255,884.76	268,679.01	282,112.94

PAYROLL\2006SAL\TABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
558	MO	19,341.25	20,308.31	21,323.73	22,389.92	23,509.41
558	HR	111.58414	117.16335	123.02152	129.17260	135.63122
559	ANN	233,255.49	244,918.26	257,164.18	270,022.39	283,523.52
559	MO	19,437.96	20,409.85	21,430.35	22,501.87	23,626.96
559	HR	112.14206	117.74916	123.63663	129.81846	136.30938
560	ANN	234,421.77	246,142.85	258,450.00	271,372.50	284,941.12
560	MO	19,535.15	20,511.90	21,537.50	22,614.37	23,745.09
560	HR	112.70277	118.33791	124.25481	130.46755	136.99092
561	ANN	235,593.89	247,373.58	259,742.26	272,729.37	286,365.83
561	MO	19,632.82	20,614.47	21,645.19	22,727.45	23,863.82
561	HR	113.26629	118.92961	124.87609	131.11989	137.67588
562	ANN	236,771.85	248,610.44	261,040.97	274,093.02	287,797.66
562	MO	19,730.99	20,717.54	21,753.41	22,841.08	23,983.14
562	HR	113.83262	119.52425	125.50047	131.77549	138.36426
563	ANN	237,955.71	249,853.50	262,346.17	275,463.48	289,236.66
563	MO	19,829.64	20,821.13	21,862.18	22,955.29	24,103.06
563	HR	114.40178	120.12188	126.12797	132.43437	139.05609
564	ANN	239,145.49	251,102.77	263,657.90	276,840.78	290,682.85
564	MO	19,928.79	20,925.23	21,971.49	23,070.06	24,223.57
564	HR	114.97379	120.72249	126.75861	133.09653	139.75137
565	ANN	240,341.21	252,358.28	264,976.19	278,225.01	292,136.24
565	MO	20,028.43	21,029.86	22,081.35	23,185.42	24,344.69
565	HR	115.54866	121.32610	127.39240	133.76202	140.45012
566	ANN	241,542.93	253,620.07	266,301.08	279,616.13	293,596.93
566	MO	20,128.58	21,135.01	22,191.76	23,301.34	24,466.41
566	HR	116.12641	121.93273	128.02937	134.43083	141.15237
567	ANN	242,750.64	254,888.15	267,632.58	281,014.21	295,064.92
567	MO	20,229.22	21,240.68	22,302.71	23,417.85	24,588.74
567	HR	116.70704	122.54238	128.66951	135.10299	141.85813
568	ANN	243,964.39	256,162.61	268,970.74	282,419.28	296,540.25
568	MO	20,330.37	21,346.88	22,414.23	23,534.94	24,711.69
568	HR	117.29057	123.15510	129.31286	135.77850	142.56743
569	ANN	245,184.21	257,443.42	270,315.59	283,831.37	298,022.95
569	MO	20,432.02	21,453.62	22,526.30	23,652.61	24,835.24
569	HR	117.87702	123.77088	129.95942	136.45739	143.28026
570	ANN	246,410.12	258,730.63	271,667.17	285,250.52	299,513.06
570	MO	20,534.18	21,560.89	22,638.93	23,770.88	24,959.42
570	HR	118.46640	124.38973	130.60922	137.13967	143.99666

PAYROLL\2006SALTABLE

05/01/2009 POB2 0509 Peace Officer

COUNTY OF MADERA

SALARY TABLE STANDARDIZATION

HOURLY SHOWN AT 5 DECIMALS

RANGE		A	5% B	5% C	5% D	5% E
571	ANN	247,642.18	260,024.30	273,025.51	286,676.79	301,010.62
571	MO	20,636.85	21,668.69	22,752.12	23,889.73	25,084.22
571	HR	119.05874	125.01168	131.26226	137.82538	144.71664
572	ANN	248,880.38	261,324.41	274,390.63	288,110.17	302,515.68
572	MO	20,740.03	21,777.03	22,865.89	24,009.18	25,209.64
572	HR	119.65403	125.63674	131.91857	138.51450	145.44023
573	ANN	250,124.79	262,631.04	275,762.60	289,550.72	304,028.25
573	MO	20,843.73	21,885.92	22,980.22	24,129.23	25,335.69
573	HR	120.25230	126.26492	132.57817	139.20708	146.16743
574	ANN	251,375.42	263,944.18	277,141.40	290,998.46	305,548.40
574	MO	20,947.95	21,995.35	23,095.12	24,249.87	25,462.37
574	HR	120.85357	126.89624	133.24106	139.90311	146.89827
575	ANN	252,632.30	265,263.92	278,527.11	292,453.46	307,076.14
575	MO	21,052.69	22,105.33	23,210.59	24,371.12	25,589.68
575	HR	121.45784	127.53073	133.90726	140.60263	147.63276

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

Attachment “D”

Catastrophic Leave Program

County of Madera
CATASTROPHIC LEAVE PROGRAM

The Catastrophic Leave Program is designed to assist employees (receiving employees) who have exhausted paid time credits due to a serious, catastrophic, or debilitating illness, injury, or condition. This Program allows other employees (donating employees) to make grants of time so that a receiving employee can remain in a paid status for a longer period of time, thus partially reducing the financial impact of the illness or injury. A person may receive no more than 60 credit days in this program for any qualifying illness, injury, or condition and must have returned to work for a period of no less than twelve (12) months prior to making application for any subsequent other illness, injury, or condition.

Eligibility:

There are five criteria for eligibility to be a receiving employee.

1. The receiving employee must have permanent status.
2. The receiving employee must exhaust all available sick leave, vacation, holiday, and compensatory time.
3. The receiving employee must coordinate any leave time donated with any Worker's Compensation and Short Term Disability Benefits.
4. The receiving employee must have sustained a serious or debilitating illness, injury or condition which must be verified by the employee's doctor.
5. The receiving employee must be prevented from returning to work for at least thirty (30) days and have applied and been approved for a medical leave of absence.

Application:

Applications for Catastrophic Leave are available from department payroll clerks or from the Personnel Department. Receiving employees must submit the application with supporting medical documentation to the Appointing Authority. The appointing Authority shall either approve or deny requests for participation in the Program and forward the application and supporting documents to the Personnel Director within five (5) days of receipt of the complete application. A receiving employee may be required to verify the status of the qualifying condition for continued eligibility in the Program.

Approval of Application:

Approved applications will be identified by employee number for purposes of confidentiality. The degree to which an application for participation in the Catastrophic Leave Program is kept confidential shall be the responsibility of the receiving employee. A receiving employee may choose to tell coworkers of the Application or may request an Employee Association to seek contributions on their behalf. Department Payroll Clerks shall not be responsible for seeking contributions on behalf of receiving employees and shall maintain the confidentiality of both receiving and donating employees.

NO DONATIONS MAY BE SOLICITED IN SUCH A WAY AS TO PRESSURE OR INTIMIDATE COWORKERS FOR THE PUPOSE OF CONTRIBUTIONS. EMPLOYEES WHO LEARN OF THE CONTRIBUTIONS OF OTHERS SHALL NOT MAKE THAT INFORMATION KNOWN FOR THE PUPOSE OF SOLICITING CONTRIBUTIONS.

Benefits:

Donations made to receiving employees shall be credited as sick leave. For the period of time that the receiving employee is in paid status, benefits such as seniority, sick leave accrual, vacation accrual, etc., shall continue pursuant to provisions for all other accrued sick leave.

Denial of Application:

Applications which have been denied by either the Appointing Authority and/or the Personnel Director may be appealed to the County Administrative Officer. The decision of the County Administrative Officer shall be final and binding and neither the decision or the fact of the denied application shall be subject to the grievance process.

Donations:

Donations shall be made by completing the Catastrophic Leave Program Donation Form which must be approved by both the receiving employee's Appointing Authority and the Personnel Director. Forms are available from department payroll clerks and the Personnel Department.

Donating employees may contribute vacation, holiday and compensatory time. Donating employees may not contribute sick leave. A donation must initially be a minimum of four (4) hours and thereafter, in one (1) hour increments. The total

donation may be a combination of various types of leave (excluding sick leave) and shall be credited to the receiving employee as sick leave on an hour-for-hour basis. Once donated, the leave credits are subject to the receiving employee's monthly rate of pay.

Donations are irrevocable and once made, become the property of the receiving employee.

The donating employee may contribute up to one-half of their total balance of vacation, holiday and compensatory time as recorded in the records of the Personnel Department. The receiving employee may not be credited with more than sixty (60) credit days of leave, as defined, and in any case may not receive credits in excess of the expected duration of the leave as certified by the medical provider.

Upon approval, the Personnel Department will adjust the leave balances of both the donating employee and the receiving employee by deducting contributions from the appropriate balances of the donating employee and crediting the contributions to the sick leave balance of the receiving employee.

The Personnel Department will process contributions only within the current pay period. Donation Forms received by the Personnel Department which are in excess of the receiving employee's needs for the current pay period will be held by the Personnel Department to be processed in the following pay period. Donation Forms which are in excess of a receiving employee's eligibility will be returned to the donating employee.

Other Provisions:

SIXTY CREDIT PAYS: Sixty credit days is defined as calendar days from the beginning to the end of the leave. It is not the intent of this Program to entitle any receiving employee to be credited with sixty (60) working days of contributions.

STATE DISABILITY INSURANCE AND WORKER'S COMPENSATION INSURANCE: Other than waiting days for eligibility, employees with qualifying conditions must have made application for benefits under one of these programs to be eligible for catastrophic leave.

EMPLOYEE REPRESENTATION UNITS: Donating employees and receiving employees shall be eligible to donate/receive contributions without regard to representation unit.

CONFIDENTIALITY: Receiving employees shall have the right to keep the nature of their illness, injury or condition confidential and at all times the names of donating employees and the amount of time contributed by each shall remain confidential.

ORDER OF DONATION CREDITS: Donations will be accepted or rejected and credited to the receiving employee in the order received.

TAXATION ISSUES: The County of Madera will not be responsible for determining the taxability or consequences of donations or credits. Withholding will be made based upon the best information available to the County Auditor-Controller.

FITNESS FOR DUTY, MEDICAL SEPARATION AND/OR DISABILITY RETIREMENT: The provisions of the Catastrophic Leave Program shall not preclude the Count from taking any and all actions available as a management right prior to the establishment of the Program. These rights include but are not limited to fitness for duty evaluation, medical separation, and/or disability retirement. Neither does this Program change the obligation of the County to comply with all laws and regulations pertaining to employee medical leave and the disabled.



Madera County
CATASTROPHIC LEAVE PROGRAM
Application

Name: _____

Employee # _____

Department: _____

Employee Certification:

I request to participate in the Madera County Catastrophic Leave Program. I am making this request because I have a serious illness, injury or condition.

I have attached the statement of my medical provider briefly describing my qualifying condition and the anticipated duration of my need for leave.

I have read and understand the terms and conditions of the Madera County Catastrophic Leave Program and further certify as follows:

- I have permanent status as an employee of Madera County.
- I have sustained a serious illness, injury or condition.
- I have exhausted all paid time off or will do so by _____.
- I will be unable to work for thirty (30) days and have applied for a leave of absence without pay.

Signed: _____ Date: _____

☐ Approved
☐ Denied- Reason: _____

Department Head: _____ Date: _____

☐ Approved
☐ Denied- Reason: _____

Personnel Director: _____ Date: _____

Note: Applications which have been denied shall be immediately returned to the Applicant. The Applicant may appeal the decision to deny the request by filing a written request for reconsideration with the County Administrative Officer.



Madera County
CATASTROPHIC LEAVE PROGRAM
Donation Form

Donor Name: _____ Employee # _____

Department: _____

Receiving Employee Name: _____

Department of Receiving Employee: _____

I hereby donate the following leave time (four (4) hour minimum donation) to the above-named receiving employee:

_____ hours vacation leave

_____ hours compensatory time

_____ hours holiday compensatory time

_____ management leave

I understand that once this donation is accepted it will be irrevocable and that the hours indicated above will not, under any circumstances, be returned to me. My signature constitutes authorization for the deduction of these hours from my leave balance records on file at the Madera County Personnel Department and a credit to be made to the Receiving Employee as indicated.

Donor Signature: _____ Date: _____

☐ Approved

☐ Denied- Reason: _____

Department Head: _____ Date: _____

☐ Approved

☐ Denied- Reason: _____

Personnel Director: _____ Date: _____

Note: Once signed by the Department Head, this form should be immediately forwarded to the Personnel Department. Upon approval of both the Department Head and the Personnel Director the leave indicated will be debited to the Donor's leave balance account and credited to the Receiving Employee.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

Attachment “E”

Addendum to Resolution 95-308

DRUG AND ALCOHOL ABUSE POLICY - PEACE OFFICER UNIT

It is agreed between the parties that the following provisions shall supersede any conflicting provisions in Madera County Resolution 95-308, Resolution adopting Policy and Guidelines on Drug and Alcohol Use in the Work Place, and that as modified, Madera County Resolution 95-308 shall apply to the employees in the Peace Officers Representation Unit.

I. Policy.

The County of Madera and the members of the Madera County Deputy Sheriff's Association are committed to protecting the health and safety of the general public, individual County employees, and their coworkers. This commitment, and the need for public trust, dictates that County employees must not be permitted to perform their duties while impaired by drugs or alcohol. This policy is intended to further this commitment.

The County and the members of the Madera County Deputy Sheriff's Association further recognize that in order to be successful, a substance abuse policy must not only address the safety implications of drug and/or alcohol abuse, but must also include proper procedures and controls guaranteeing accurate test results, and must include provisions for the prevention of drug and alcohol abuse as well as a program designed to give meaningful assistance to those who desire to discontinue the use of such substances.

To this end, the County and members of the Madera County Deputy Sheriff's Association hereby make a commitment to provide meaningful assistance to employees with admitted substance abuse problems designed to assist such employees in overcoming their problems. It is agreed that instances involving substance abuse will not only be regarded as disciplinary events.

II. Testing Policy.

1. Except as specifically provided, drug and alcohol testing shall be limited to circumstances which give rise to a “reasonable suspicion” of impairment or reliable information of abuse. Reasonable suspicion means that two supervisors (unless this is practically impossible) including but not limited to: Management Staff, Officer-in-Charge, who have been trained in the detection of alcohol and substance abuse, have personally observed the employee's behavior, appearance, speech and performance and have articulated the factors which reasonably lead them to conclude that the employee is impaired or that the indicators of drug or alcohol use are present.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

2. Drug and alcohol testing may also be part of the procedures following accidents involving employees.
3. The initial order to submit to a drug and/or alcohol test may be given orally. Subsequently, the order will be reduced to writing, setting forth the reasons for the order, signed by the supervisor(s) giving the order. The employee shall be provided a copy of this written order as soon as practical.
4. When it has been determined that an employee will be ordered to submit to a drug and/or alcohol test, the employee shall be advised that he or she has the right to have a representative present. The representative shall have thirty (30) minutes to be available. A refusal by an employee to comply with said order will be cause for disciplinary action up to and including termination.
5. All drug testing procedures will be consistent with the National Institute of Drug Abuse (NIDA) guidelines, including the levels for tested substances as they exist at the time of the testing. All drug tests will be performed by urinalysis at a NIDA certified facility. All alcohol tests will be conducted using evidentiary breath testing devices approved by the appropriate regulatory agencies.
6. The procedures for collecting the urine sample for drug testing shall be in compliance with NIDA standards, including the chain of custody procedures. All samples shall be split into two bottles, and both bottles must be sent to the lab. An initial positive test will not be considered as a positive result, but instead will be classified as "confirmation pending." The confirmation test shall use the same samples as taken in the initial screening test. Where the confirmation test indicates the presence of a substance above the cut-off limit, the sample shall be preserved for a minimum of six (6) months. The employee shall be allowed to have an independent analysis conducted, at the employee's expense, of the sample which has been preserved.

III. Post Test Procedures.

1. Deputies who are subjected to a test which results in a finding of no substances above the cut-off line shall receive a report so stating.
2. The employee sent for testing will be placed on leave with pay status until the test results are made available to the Department.

MEMORANDUM OF UNDERSTANDING – PEACE OFFICER UNIT 2010-2011

3. A Medical Review Officer (MRO) shall be employed by the County or by the agency contracted to provide such services. The MRO shall be a licensed physician with knowledge of substance abuse disorders. The MRO shall review and interpret positive test results. A positive test result does not automatically identify an employee as having used alcohol or drugs in violation of the County's rules. Positive test results will be submitted to the MRO for review. In conducting this review, the MRO shall consider alternate medical explanations for any positive test result. Prior to making a final decision to verify a positive test result, the MRO shall provide the tested employee with an opportunity to discuss the results with the MRO. The contact shall occur before the results are transmitted to the Department.
4. The MRO shall be authorized where deemed appropriate, to order re-testing of the original sample.
5. Where the MRO determined that there is a legitimate medical explanation for the positive result, or that the result is scientifically insufficient for further action, the MRO shall report the test result as negative.
6. In all cases, and especially where the positive test involves alcohol or over-the-counter or prescription drugs, a plan of rehabilitation and/or aftercare shall be considered before discipline is proposed. The rehabilitation and/or aftercare plan may include random and unannounced testing of the employee. The Department may require the successful completion of such plan as a condition of further employment, any may treat a failure or refusal to abide by such a plan as grounds for disciplinary action, up to and including termination. The Department considers any use of illegal drugs cause for immediate termination.
7. When the results of the investigation, including consideration of rehabilitation and aftercare, indicate that disciplinary action is warranted, such discipline shall be fair and reasonable and consistent with elements of the individual case.
8. The County will comply with all provisions of the Public Safety Officers Procedural Bill of Rights (Government Code Section 3300 et seq.) when sworn employees are subject to investigation or discipline in connection with this policy.

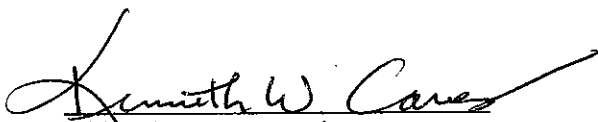
**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
MADERA COUNTY PEACE OFFICER UNIT
(DEPUTY SHERIFFS' ASSOCIATION)**

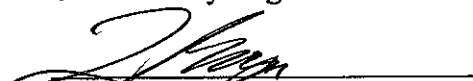
The parties have met and conferred regarding the impact of furloughs, and hereby agree to the following:

- 1) The furlough plan put in place December 2009 shall continue through June 30, 2011 as follows:
The classification of Deputy Sheriff-Basic P.O.S.T., Deputy Sheriff-Intermediate P.O.S.T., and Sheriff's Sergeant will be furloughed for the equivalent of four (4) hours per 28-day pay period (52 hours annually (2.5%)). The four (4) furlough hours per 28-day pay period shall not be counted as hours worked for purposes of reaching the 171 hours threshold for overtime compensation pursuant to Section 14.01.00 of the MOU.
- 2) Throughout the duration of any furlough program, the COUNTY will continue reporting the deputies' full salary to CalPERS for retirement purposes and that all other existing employee benefits will not be reduced *as a result of the furloughs described herein* without first meeting and conferring with the ASSOCIATION.
- 3) Should the financial condition of the County improve to the point that the furlough program may be suspended prior to June 30, 2011; the County will provide at least two weeks' notice to the ASSOCIATION of the change.
- 4) Should the financial condition of the County deteriorate to the point that additional furlough days may be considered, the COUNTY will meet and confer with the ASSOCIATION regarding any change in the furlough plan including continuation beyond June 30, 2011.
- 5) The furlough plan described herein is a negotiated alternative to lay-offs within the Peace Officer Unit. The furlough plan does not guarantee that lay-offs will not take place, but the implementation of the furlough plan mitigates the reductions necessary within the Sheriff's Department.

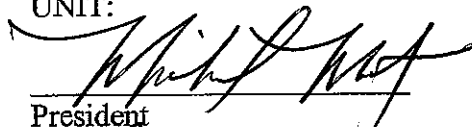
Agreed this 27 day of SEPTEMBER, 2010.

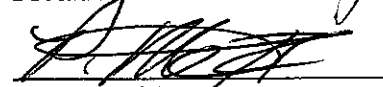
COUNTY OF MADERA:


Chief County Negotiator


Director of Human Resources

MADERA COUNTY PEACE OFFICER
UNIT:


President


Vice-President